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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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CAUT lifts Memorial censure

After ten years the CAUT has lifted the censure of the President and Board of Regents of Memorial University of Newfoundland.

The censure had been imposed in 1979 when the appointment of a member of the School of Social Work, Professor Marlene Webber, was not renewed in circumstances which suggested that she held political views that were unacceptable to the university administration.

Under its usual procedure the Academic Freedom and Tenure committee appointed a committee of inquiry. In this case it was headed by the distinguished political scientist, the late Brough MacPherson, a professor at the University of Toronto.

In its recommendation to the CAUT Council the committee pointed to the need for equitable procedures at MUN to determine whether a faculty member had been fairly treated.

In the time that has elapsed since then there has been considerable discussion about the effects of censure and some serious attempts to resolve the difference. Three years ago, before the faculty association became a union with bargaining rights, an agreement was worked out between the President of MUN, the local association, MUNFA, and CAUT which would have introduced an effective grievance procedure at that university. Unfortunately, under the cumbersome procedure in effect at the time the necessary changes to the faculty handbook were not made. That in itself was a spur to many at Memorial to push for certification and in the agreement which was signed in March there are adequate grievance and arbitration procedures which allow academic staff a fair system within which to argue their grievances and complaints.

One of the effects of censure was to minimize the number of conferences which took place at Memorial. A crucial point in the whole episode occurred when the Learneds did not take place at the university.

For many faculty at Memorial the lifting of censure will be a great relief. In the future they will be able to take part in the usual academic interchange without feeling guilty about overriding the advice that accompanies censure or declining to play host to their academic colleagues. CAUT President, Peter King, commented, "When I became President of CAUT last year two universities were under censure, Memorial and the University of Calgary. I am pleased that in the course of this year, we have managed to negotiate settlements of the disputes that led to both of these censures. I trust this is a sign that university administrations are more willing than they once were to treat their faculty members fairly."

Vers la consolidation de notre démarche

par Clément Gauthier, président, CNSSP.

Pour la cinquième année consécutive, scientifiques, éducateurs et étudiants de niveau post-secondaire ont joint leur forces et se sont rendu à Ottawa exposer les vues du Consortium national des sociétés scientifiques et pédagogiques aux parlementaires et administrateurs gouvernementaux. Pour avoir participé au lobby à maintes reprises comme représentant de la Fédération canadienne des sociétés de biologie (FCSB), et à titre de Président du Consortium depuis quatre ans, j'ai été en mesure d'observer l'évolution de cette démarche éducative.

L'objectif fondamental de cette semaine de lobby est de rencontrer le plus grand nombre possible de décideurs fédéraux sur une base individuelle, afin de les sensibiliser à l'importance d'un support accru à la recherche et à l'enseignement post-secondaire.

Depuis 1985, l'intérêt des décideurs fédéraux pour le lobby du Consortium s'est maintenu à un taux de succès allant de 40-50% de notre objectif en termes de rencontres accordées. C'est là un taux très élevé, comparativement au 25% habituellement observé par les groupes de pressions qui se rendent à Ottawa. Cet intérêt soutenu et marqué est un gage de la crédibilité accordée par nos interlocuteurs aux représentants du Consortium et aux recommendations que nous mettons de l'avant.

La participation des organismes-membres du Consortium quant à elle va en s'accroissant, passant de 68 représentants en 1986 à 110 en 1989, dont 25% en provenance de l'extérieur d'Ottawa. La participation accrue de la Fédération canadienne des étudiant(e)s (FCE) au lobby d'avril 1989,ainsi que la direction éclairée de sa présidente, Beth Brown, se doivent d'être soulignées. De même, les chercheurs gouvernementaux, représentés par l'Institut professionnel de la fonction publique du Canada (IPFP), sont venus

voir "Consolidation"à la page 9...

The Mount reaches first collective agreement

After a strike that lasted nine working days, academics at Mount Saint Vincent University ratified their first collective agreement in April. The strike had occurred after a long delay in the appointment of a provincial conciliator and nine months of bargaining.

The agreement is for three years, ending March 31st, 1991, with some of the money articles retroactive to July 1988.

As part of the agreement a salary grid has been established, increases in salary awarded, pensions partially indexed and survivor's benefits improved. The salary settlement includes the equivalent of a 12.2% increase in the first year. Dr. Margaret O'Brien, President of the Faculty Association, said, "The strike was definitely worth it. Before the strike we were offered a 3.8% increase in the first year."

There were a number of internal inequities in the previous pay scheme which meant that some low-paid members received large increases. About a seventh of the membership received increments in the range of 30 - 40%.

During the strike the Association received strike benefits from the CAUT defence fund. Howard Snow of CAUT and John D'Orsay of NSCUFA helped the faculty in negotiation and in the final settlement.

This is the second academic strike in Nova Scotia in this academic year. The Dalhousie Faculty Association had to strike in November before they were able to reach a settlement.

Kenney-Wallace on salaries

As part of an article on the teacher shortage in universities, Dr. Geraldine Kenney-Wallace, Chair of the Science Council of Canada and a professor of physics and chemistry at the University of Toronto was quoted as follows:

"No one ever pursued a university career to make money. The rewards are not all financial. But whereas, salaries at one point, were a neutral factor, they are now so absurd as to be a disincentive. More than a decade of constraints has made people forget how to dream, how to stretch their imaginations, to do the impossible. If universities are not the place to think, what is?"

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Diffusion totale moyenne: 27.000. Le Bulletin de L'ACPU paraît 10 fois au cours de l'année universitaire: Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

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CAUT comments / Commentaires de l'ACPU

$900 million blowing in the wind

Peter King

The Minister of Finance, Mr. Wilson, announced in his budget that the federal government would reduce the growth rate of transfers to the provinces for postsecondary education and health. This will begin in 1990/91 and reduce the federal commitment by $200 million in that year. Approximately $60 million of this is attributed to postsecondary education. Over five years the federal government will save approximately $900 million in the area of postsecondary education alone. The exact figure will depend on the GNP and the rate of inflation over the next five years since these are built into the federal formula.

Mr. Wilson also announced that the transfers would be protected so that their rate of growth would not be less than inflation. The cut in 1990/91 will, in fact, ensure that the escalator is approximately at the current rate of inflation. This means that in real dollar terms there will be no growth in postsecondary education funding either in 1990/91 or in subsequent years.

This is the second time that Mr. Wilson has reduced the growth factor for postsecondary education funds. In 1987 he reduced the federal commitment for higher education by $1.6 billion over five years. Taken together these represent an enormous loss for the postsecondary education sector.

These actions are deplorable. Higher education is, in fact, an investment as much as an expenditure. The Finance Minister talked in his budget about the effect of the budget on future generations. The effect of failing to compete with the Americans, the Japanese and some European countries in educational investment will be to ensure a future for our youth as hamburger flippers rather than as meaningful participants in the technological era that is upon us.

That is why I called on budget day for a meeting of the First Ministers to discuss the funding of postsecondary education. Premier Peterson had already called for such a meeting earlier this year. Only the First Ministers have the political clout to deal with the financial crisis in the universities to which Ottawa and the provinces have contributed over the years.

900 millions de dollars s'envolent

Peter King

Le ministre des Finances, M. Wilson, a annoncé dans son budget que le gouvernement fédéral réduirait la croissance des paiements de transfert aux provinces pour l'enseignement supérieur et la santé. Cette mesure entrera en vigueur en 1990/1991, réduisant ainsi de 200 millions de dollars la contribution fédérale pour l'année en question. Une partie du 200 millions, soit 60 millions de dollars, sert au financement de l'enseignement supérieur. Le gouvernement fédéral fera, sur cinq ans, des économies de l'ordre de 900 millions de dollars dans le seul domaine de l'enseignement supérieur. Le chiffre exact dépendra du PNB et du taux de l'inflation au cours des cinq prochaines années, car la formule suivie par le fédéral tient compte de ces facteurs.

M. Wilson a également annoncé que les paiements de transfert seraient protégés de telle sorte que leur taux de croissance ne soit pas inférieur à l'inflation. Mais, en fait, la coupure qu'on se propose de faire en 1990/1991 vise à garder l'indexation à peu près au même niveau que le taux actuel de l'inflation. Cela signifie que, en termes de dollars réels, le financement de l'enseignement supérieur ne connaîtra aucune croissance en 1990/1991 ou au cours des prochaines années.

Il s'agit de la deuxième fois que M. Wilson freine délibérément la croissance du financement de l'enseignement supérieur. Il avait réduit, en 1986, de 1,6 milliards de dollars sur cinq ans la contribution du fédéral à l'enseignement supérieur. Mis ensemble ces reculs représentent une perte énorme pour le secteur de l'enseignement supérieur.

Les mesures prises par le gouvernement sont déplorable. L'enseignement supérieur est, en fait, autant un investissement qu'une dépense. Le ministre des Finances a fait allusion dans son budget à l'incidence sur les prochaines générations. Nous nous devons d'investir, dans l'enseignement, une proportion égale à celle des Américains, des Japonais et de nombreux pays européens, sinon notre jeunesse sera vouée à vendre des hot-dogs plutôt qu'à jouer un rôle important dans cette ère technologique en plein essor.

Voilà pourquoi j'ai réclamé la tenue d'une réunion des premiers ministres, afin qu'on discute de la question du financement de l'enseignement supérieur. M. Peterson, premier ministre de l'Ontario, en avait lui-même fait la demande plus tôt cette année. Seuls les premiers ministres ont assez d'influence sur le plan politique pour s'attaquer à la crise financière qui pèse sur les universités, à laquelle et Ottawa et les provinces ont contribué.

Co-op holds Lawyer's Conference

More and more legal questions are raised these days concerning the law and the university. Is mandatory retirement legal? What is and isn't confidential? What constitutes sexual harassment? Do professors have a legal right to choose the textbooks in their courses? What happens when professors appeal to the courts? or to an arbitrator?

Since many of these questions impinge directly on collective agreements or employment contracts of faculty and professional librarians, the CAUT Collective Bargaining Co-operative convened a meeting of lawyers who are retained by faculty associations or who work for CAUT or the provincial or local associations. The purpose was to discuss the latest legal developments, whether before the courts or in arbitration, and to see how these affect faculty contracts. The gathering heard and discussed presentations on these questions, reviewed and discussed CAUT policies and guides, and allowed lawyers from across the country informally to share ideas and experiences.

Some thirty persons attended the two-day meeting in Toronto. There was discussion by Mel Myers of Winnipeg, Jeffrey Sack who is counsel to CAUT, Drew Schroeder of British Columbia and Steve Barrett, of the possible effects of the Charter of Rights on the universities, in particular in relation to mandatory retirement. The latter three members of the panel are involved in the case currently before the Supreme Court of Canada. Prof. David Mullan of the Faculty of Law at Queen's University discussed recent developments in administrative law as they affect university contracts. René Martel from Montreal spoke concerning recent arbitration decisions in Quebec.

Two cases in Quebec provoked considerable interest. These involved cases at UQAM and at Trois-Rivières where arbitrators upheld and enforced provisions in collective agreements which required either a numerical establishment of full-time faculty or a ratio between full-time and part-time faculty.

Marva Smith from the Department of the Attorney General in Manitoba spoke on pay equity and Mariette Blanchette of CAUT on sexual harassment. Suzie Scott of the University of Toronto commented. Donald Ching of Saskatoon and Hélène Bibeault of CAUT led a discussion of back-to-work legislation.

The problems which surround the handling of alcoholism, drug abuse and AIDS were reviewed by a panel composed of Patrick Wesley, formerly Executive Director of OCUFA and currently Executive Director, Ontario Chapter of the College of Family Physicians of Canada, Ken Swan, formerly of the Faculty of Law at Queen's University and now in private practice, and Donald Savage, the Executive Secretary of CAUT. Carole Déziel of FAPUQ commented.

There was discussion of a variety of contract language questions, both in relation to the protection of faculty rights and in relation to changes and new directions, whether by universities or by governments. The meeting reviewed the CAUT guide "What is Fair?" and discussed other CAUT policies such as those on appointments, sexual harassment and outside assessments.

The Board of Directors of the Co-operative is currently considering the possibility of establishing this workshop as a regular part of its schedule of meetings and services.

President's message / Le mot du président

Members of CAUT for whom the concept of accessibility to post-secondary education is fundamental will be dismayed by the current stance of the federal government on the question of the funding of the Indian and Native students of this country. Bewildered, perhaps, as well as dismayed, that the federal government should choose to turn a successful programme into yet another sterile constitutional debate over who is or is not responsible for its continued financing.

The history of the programme is worth recalling in brief. Prior to 1987 the Department of Indian Affairs and Northern Development provided funds for all qualified Native and Indian students wishing to attend university or college. The funding was adequate and it was available. And the programme has been mightily successful. Between 1977 and 1987 the numbers of native students in attendance at post-secondary institutions rose from 3,500 to 15,000. It is difficult to think of anything which could do more to improve opportunities for young Native Canadians than advanced education.

But, of course, the programme began to cost money. In 1988 the total cost reached 130 million dollars. Not a large sum in relative terms, but large enough for the federal government to cap the program (though the department has always denied that their limit is a "cap") and for the current minister, Pierre Cadieux, to state that "the days of...unlimited access..." for native students are over. One might well ask, as did a writer in the Ottawa Citizen—"Was our offer good as long as nobody took it?"

One must not be deceived by this rhetoric. The end of unlimited access is just another way of saying that there are to be some qualified young Native Canadians who will be unable to enter or to return to university or college. This is more than just a possibility—it has already begun to happen. Particularly since in 1987, when the first cap was introduced, it was accompanied by a set of five priority levels for receiving funding—introduced by the department without real consultation either with native leaders or with the post-secondary sector. The lowest priority was those students wishing to return to university after a break in their attendance, and few if any of these were funded. Since non-native students are not penalized in such a case, and an interrupted undergraduate career is becoming more normal, this measure seemed particularly punitive.

There is another, more sinister, side to the minister's statement. The days of unlimited access are over simply because the programme costs money. Nobody is claiming that the programme is unsuccessful, being abused, or failing to meet a need. This is an application of the pure Thatcherite view of things to a particular aspect of accessibility, and to a particular social programme. Whatever one's view of the history of Canada's treatment of the First Nations, enabling Native students to study at university can only be considered beneficial. Students have, in fact, been encouraged to take advantage of the programme, have bought into it, and have then had their funding removed. One placard I read at one of the demonstrations on Parliament Hill read "Ph D not UIC" . A telling commentary on what might happen to many Native students if the department's decisions are not reversed.

At the September 1987 Council meeting, CAUT approved a resolution deploring the capping of the funds and calling on the Minister—then Bill McKight—to rescind that decision. We have acted on this resolution in our support of the natives students in recent weeks. Both I and the Executive Secretary have spoken at the two rallies on Parliament Hill. We have lobbied the department consistently. We will be making representations to the Parliamentary Committee in May. And we have been careful to let the groups most affected by these decisions know exactly where we stand and the extent to which we support them. This question was one of the five points included in the Consortium Lobby in early April. At the May meeting of Council, I will call on delegates to reaffirm CAUT's position on this matter.

On April 1, a new set of guidelines was issued. The priority list to which I referred earlier has been removed. But the cap remains. Now it will, apparently, be the responsibility of the Bands themselves to make the choice of who is and is not supported—a truly devastating task. How should one select between two qualified students, one to be supported, one not? Of course, the answer is that one should not.

Recent remarks by the minister suggest that all qualified students may be funded for this one year—though that is by no means certain. Even if they are, that does not meet the basic point that the unilateral imposition of the cap is intrinsically wrong, and that adding this matter to the growing list of items of discord between Ottawa and the provinces helps no-one. I trust that Council will reaffirm our position in strong terms.

Peter King

Les membres de l'ACPU qui ont à coeur la question de l'accès aux études postsecondaires seront consternés par la position actuelle du gouvernement concernant le financement accordé aux étudiants autochtones du pays. Il est déroutant, voire même consternant, de constater que le gouvernement fédéral a choisi de faire d'un programme qui a du succès le centre d'un débat constitutionnel stérile visant à déterminer à qui incombe - ou n'incombe pas - le financement soutenu du programme.

Avant d'aller plus loin, il serait utile de revenir un peu en arrière et d'étudier l'historique du programme. Avant 1987, c'est le ministère des Affaires indiennes et du Nord qui octroyait les fonds aux étudiants autochtones qualifiés pour fréquenter le collège ou l'université. Le financement était suffisant, et les fonds étaient disponibles. Ajoutons que le programme jouissait d'une grande popularité. Entre 1977 et 1987, le nombre d'étudiants autochtones fréquentant les institutions d'enseignement postsecondaire est passé de 3 500 à 15 000. Quoi de mieux que les études postsecondaires pour ouvrir des portes aux jeunes autochtones, je vous pose la question.

Mais, comme il fallait s'y attendre, le programme a commencé à coûter de l'argent. En 1988, son coût total s'élevait à 130 millions de dollars. En termes relatifs, ce n'est pas une somme très élevée, mais assez considérable toutefois pour que le gouvernement fédéral limite les fonds accordés au programme et pour que le ministre actuel, Pierre Cadieux, affirme que l'époque de l'accès non restreint aux institutions postsecondaires dont bénéficiaient les étudiants autochtones est révolue.

Il ne faudrait pas se laisser tromper par cette rhétorique. Ce que les paroles du ministre signifient, c'est qu'il y aura probablement des jeunes canadiens autochtones qualifiés qui ne pourront entrer ou retourner au collège ou à l'université. En fait, c'est plus qu'une possibilité puisque la situation s'est déjà produite dans un nombre alarmant de cas. En particulier puisqu'en 1987, on établissait une limite pour la première fois, limite accompagnée d'une liste de cinq priorités concernant le financement - établie par le ministère sans jamais consulter vraiment les leaders autochtones ni les collèges et les universités. La dernière priorité concernait les étudiants qui, après avoir pris un congé, désiraient retourner à l'université: un petit nombre d'entre eux tout au plus a reçu un financement. Puisque, d'une part, les étudiants non autochtones ne sont pas pénalisés en pareil cas et, d'autre part, il est de plus en plus fréquent d'interrompre ses études, cette mesure semblait constituer une punition plutôt sévère.

Il y a un autre côté, plus sinistre celui-là, à la déclaration du ministre. L'époque de l'accès non restreint est révolue non pas parce que le programme est un échec, qu'il est mauvais ou qu'il ne répond pas à un besoin, mais simplement parce qu'il coûte de l'argent. C'est là l'application d'une politique Tatcherite au détriment de l'accessibilité et d'un programme social particulier. Quelle que soit notre façon de voir le traitement que le Canada a réservé aux premières nations depuis les débuts de son histoire, le fait de permettre aux étudiants autochtones de poursuivre des études universitaires devrait être considéré comme un avantage. En fait, les étudiants ont été encouragés à tirer profit du programme; ils y ont adhéré pour ensuite se voir retirer toute aide financière. Au cours d'une manifestation sur la colline du Parlement, j'ai pu lire une affiche disant Oui au PH D, non à l'AC . Un commentaire qui prévoit bien ce qui pourrait arriver à bon nombre d'étudiants autochtones si le ministère ne revient pas sur ses décisions.

Au cours de la réunion du Conseil en septembre 1987, l'ACPU a approuvé une résolution désapprouvant la limite de fonds imposée par le gouvernement et enjoignant le ministre - à l'époque, c'était Bill McKnight - de révoquer la décision. Ces dernières semaines, nous avons travaillé sur cette résolution dans le cadre de notre appui aux étudiants autochtones. Le secrétaire général de l'ACPU et moi-même avons pris la parole au cours de deux manifestations sur la colline du Parlement. Nous avons régulièrement exercé des pressions auprès du ministère. En mai, nous entreprendrons des démarches auprès du comité parlementaire. Et nous nous sommes bien assurés que les groupes les plus touchés par ces décisions connaissent bien notre position ainsi que l'étendue de notre appui. Ce dernier point comptait parmi les cinq points abordés au début d'avril. La réunion du Conseil du mois de mai, je demanderai aux délégués de réaffirmer la position de l'ACPU sur le sujet.

Le 1er avril dernier, on a publié une nouvelle série de lignes directrices. La liste des priorités dont j'ai parlé précédemment avait disparu, mais la limite est demeurée. Maintenant, il semble que ce sont les bandes elles-mêmes qui devront décider qui obtiendra un financement et qui n'en obtiendra pas - une tâche des plus désagréables s'il en est une. Comment, devant deux candidats qualifiés, choisir lequel obtiendra des fonds et lequel n'en obtiendra pas? On ne devrait pas avoir à faire un tel choix.

Les récentes déclarations du ministre laissent croire que tous les étudiants qualifiés devraient obtenir un financement cette année - bien que ce ne soit pas le moins du monde certain. Même si c'était le cas, cela n'empêche pas que l'imposition unilatérale de la limite n'est pas une bonne chose, et que le fait d'ajouter ce point à la liste sans cesse plus longue des désaccords entre Ottawa et les provinces n'aide personne. Je suis confiant que le Conseil réitérera notre position en des termes on ne peut plus clairs.

New Zealand: Education in Turmoil

Rob Crozier
Executive Officer, AUTNZ

In July 1984 the fourth Labour Government was elected following the calling of a snap election. Its success in the election was partly attributable to the fact that the electorate had, after nine years, become totally disillusioned with the National Party in general, and its leadership style in particular.

Labour did offer, however, strong and positive education policies having developed its education manifesto in conjunction with the teacher unions as a result of the close rapport which existed between its then education spokesperson and the various teacher groups. It was said by those in opposition to represent a "wish list" for all sectors of education.

With regard to universities, the Labour Party's 1984 Manifesto stated:

Universities

Labour is concerned to ensure that university courses meet the real needs of the communities which its graduates serve. Labour will:

(a) conduct a comprehensive assessment of university education in New Zealand with particular emphasis on future trends;
(b) develop with the universities courses for the remainder of this century consistent with agreed social and development objectives;
(c) provide sufficient staffing to reverse the present adverse staff-students ratio trends;
(d) expand access to extra-mural study, especially in the South Island;
(e) re-affirm the importance of university research;
f) recognise the Association of University Teachers as the official negotiating body for university teachers.

The Manifesto also contained a number of positive statements about financial support for students based on the principle of "open entry"; i.e. access to universities, community colleges and technical institutes, teachers colleges and other forms of continuing education, should not be governed by the ability of the student to pay.

The snap election was called at a time when the previous administration was in the midst of negotiations on university block grants for the quinquennium 1984/85 - 1989/90 (1 March year). These negotiations were completed late in 1984 and, as part of the detailed announcements, the Labour Government pledged to review funding levels for the remaining years of the quinquennium in the light of decisions made following the outcome of a review of the university system which would be conducted jointly by the University Grants Committee, Department of Education and the Treasury.

Somewhat cynically perhaps, the Association interpreted this announcement as implying a likely backdown of Government's manifesto commitment to improve staff:student ratios with its associated danger of further restrictions on entry.

On 19 November 1984 Cabinet agreed that university block grants would be reviewed if Equivalent Full Time student numbers varied by more than 500 from those forecast. (The figure under the previous administration had been 1000.) On the surface it appeared that this would lead to a situation whereby the universities would receive funds for additional staff much sooner than under the previous administration.

Regrettably, this has not been the case. The staff:student ratio which had been steadily deteriorating throughout the period 1974-1984 has continued to deteriorate. In 1984, the Chairman of the University Grants Committee estimated that 345 additional academics were required to restore the staff:student ratio even to the 1979 level. Since then the staffing situation has worsened. The comparative figures are:

1979 - 1:12.4
1984 - 1:14
1988 - 1:15.4

In its first term in office (July 1984 - July 1987) the Government made little progress in achieving any of the policies (a - f) contained in its 1984 manifesto. It did, however, commence a review of tertiary education which was never properly completed.

Another general election was held on 15 August 1987 and was won by Labour with an increased majority. The Labour Party campaigned without a manifesto and, indeed, on a number of occasions since the election the Prime Minister has declared that he had never felt bound by the manifesto!

The fourth Labour Government has been the most reforming government seen in New Zealand since the first Labour Government in the mid-1930s. Sadly, those traditional Labour voters who supported this Government now feel betrayed as the fourth Labour Government dismantles the welfare state which had been established by the first Labour Government 50 years earlier and continues a programme of asset sales and corporatisation of state departments to help reduce its budget deficit. "User-pays" and "accountability" have become the jargon of the day.

During the 1987 election campaign much was made of the importance Labour placed on education. Shortly after the election, the Prime Minister himself took over the Education portfolio, appointing an Associate Minister to deal with the tertiary section. Great things were expected...

With respect to universities, it must be acknowledged that Policy 30 (f) of the 1984 Manifesto finally became a fact on 21 December 1987 when the Minister of Education gave statutory recognition to the Association as the organisation representing the interests of academic staff.

This small victory for AUTNZ which came after 5 years of effort was a hollow one indeed, because eleven days earlier, on 10 December 1987, the Government had introduced the State Sector Bill which made sweeping changes to industrial relations procedures in the State Sector. When this Bill was enacted on 1 April 1988 the Association became a trade union registered under the Labour Relations Act 1987. The rest of 1988 was spent developing and adopting new rules and sorting out problems of union coverage.

Again during 1987 and into 1988 the Government continued its sweeping reform programme. A formerly highly regulated economy is now almost totally deregulated and despite the brave experiment of "Rogernomics" (named after the former Minister of Finance) New Zealand now finds itself with one of the lowest inflation rates in the OECD concurrent with the interest rates and levels of unemployment which are amongst the highest.

The Government's attention turned to education late in 1987. A Committee was established to investigate the education sector (excluding the universities) and, earlier this year, a Report was issued which recommended sweeping changes to the way in which schools, polytechnics and teachers colleges were administered and funded. The Government has responded enthusiastically to the Report and most of its recommendations will be implemented by 1990.

Schools will now be run by small Boards of Trustees who will compete on an individual basis for funding from the Ministry of Education and are free to spend these funds as and where they see fit. The Report has met a hostile reception from teachers.

At the time this Report was released, the Association became aware that another review of the Post-Compulsory Education sector was being undertaken. This was stated to be a "review of the reviews" and was to draw together all of the various reviews of tertiary education which had taken place since 1980 (these have been numerous!). This latest review which has a "non-consultative" process was completed in September 1988. The Association has been engaged ever since in a vigorous lobbying campaign aimed at preventing the worst aspects of the Report from being implemented.

To a certain extent, some small successes have occurred. The Government programme for the reform of tertiary education as outlined in the document entitled "Learning for Life" which was released on 20 February indicates that Government has backed away from some of the recommendations made to it. For example, it was proposed that a Public Scholarship and Research Agency be established and that one third of all university funds be diverted to it. The resulting pool of money would then be available to researchers on a competitive basis and would primarily be available for "public good" research. At this stage, Government has indicated that it will not implement this particular proposal, although a working party has been established to investigate ways of making academic research more "accountable".

So incensed has the university community been with the process of reviewing tertiary education, that two universities (Auckland and Canterbury) took the unprecedented action of taking court action against the Government on natural justice grounds in terms of lack of consultation. The case was heard urgently in the High Court on 12 December and the Court of Appeal on 15 December and again in February. University Vice-Chancellors are now involved in a working party the aim of which is to provide a statutory definition of "academic freedom" and to ensure that satisfactory mechanisms are put in place which will prevent unwarranted Government intervention in the affairs of universities.

In many people's minds, however, the biggest betrayal of principle contained in the proposed reforms is the declared intention to introduce a student loan scheme. When reminded that it has always been Labour party policy that no student should pay for their education, the glib reply is that students won't pay as they will not be required to repay their loans until they are workers earning above a certain sum (probably the average wage).

From the Association's point of view there are a number of alarming aspects to the reforms. One of the most serious is the proposal that we enter wage bargaining in 1990 from a situation where there are no existing salaries or conditions. This would mean having to bargain from a zero base and would put academic staff on a totally different footing to all other wage and salary earners who are in a collective bargaining situation.

The Association has already begun a campaign to rectify what we see as a major anomaly. We have in the past lent our voice to various campaigns undertaken by CAUT – we may very soon be in a situation in which we would value the support of CAUT members.

International Snips

FRANCE:

The main university teachers' union, SNESup, has rejected the government's pay offer based on a new system of bonuses and improved promotion prospects. The union says that the total budget for pay increases is entirely inadequate and that too much of it is concentrated in the bonus scheme. What the union wants is an across the board scheme which would give 2,000 francs (TN$420) per month with an extra 1000 francs for those at the lower end.

In rejecting the government's offer SNESup is joining the teachers at the primary and secondary levels who have already done so and indeed engaged in strike action and demonstrations to demand pay rises for everybody.

At the same time as this action by the university teachers, the technical and support staff have protested about their negotiations. The university presidents association (CPU) have reported that the situation with non-teaching staff is explosive.

AUSTRALIA:

Following the decision of the government to abolish the distinction between universities and colleges, the so called binary system, the two unions which represented the two groups of employees have decided to merge. The new union would represent about 30,000 people with the power to negotiate salaries and conditions across the country.

The new union, The Australian Council of Tertiary Education Staff Association, will be a powerful force for lobbying and promoting higher education in Australia.

Ursula Franklin to receive Wiegand award

Ursula Franklin, eminent Canadian scientist and former University of Toronto engineering professor (now a professor emeritus), has been named winner of the 1989 Wiegand award.

The award is an annual one, established at the University of Waterloo by the Wiegand Foundation and administered by UW's Centre for Society, Technology and Values (CSTV). It seeks to recognize Canadians who have made outstanding contributions to our understanding of the human dimensions of science and technology.

Professor Franklin was nominated by the Canadian Association for Women in Science. A metallurgist and materials scientist and the first woman professor in the U of T's metallurgy and materials science department, Professor Franklin pioneered in the use of microradiography to study the microstructures of alloys and metals. She also studied ancient materials from a variety of cultures . . . including remarkable Chinese bronzes . . . discerning much from them concerning early techniques of metal-working and ceramic firing.

Librarians and CAUT / Les bibliothécaires et l'ACPU

by Rita Vine
Person Chairing,
Librarians Committee

A compendium of CAUT policies concerning librarians has just been mailed to local associations. The compendium attempts to pull together, under one cover, all the CAUT policies which directly pertain to librarians. Also included in the compendium is a current bibliography of CAUT Bulletin and Negotiator articles on librarians.

Policies for Librarians

CAUT has produced guidelines specific to librarians' concerns, such as the appointment and review of chief librarians, employment contracts for librarians, equity for women academic librarians, and terms and conditions of employment for academic librarians. More general policy statements and model clauses apply equally to librarians and faculty members. These policies and model clauses cover issues such as professional ethics, security of employment, financial exigency, redundancy, non-discrimination, flexible retirement, parental leaves and grievance/arbitration procedures. Concerns of the academic librarian community are also addressed by CAUT's Executive, Council and Librarians Committee on a regular basis.

Surveys and Data Collection

CAUT conducts surveys on librarians' salaries, terms and conditions of employment, retirement options, and other issues of particular interest to librarians at Canadian universities. The results of these surveys are published and distributed to association members.

Librarians Committee

Formerly a committee of the Board of CAUT, the Librarians Committee changed its status in 1987 to become one of the three standing committees of CAUT Council. (The other two are the Status of Women Committee and the Academic Freedom and Tenure Committee.) Five members are elected to the Committee by CAUT Council for overlapping three year terms, to ensure continuity. The Chair of the Committee is also a member of CAUT Council. The Committee receives staff support from the national CAUT office for its ongoing activities. Committee meetings are held twice yearly, in late Fall and early Spring, in Ottawa. The Committee reports on its activities at meetings of CAUT Council and through bi-monthly Bulletin columns like this one. An observer from FAPUQ, who attends Committee meetings, reports to FAPUQ on Committee activities and initiatives. A written annual report of Librarians Committee activities is prepared for the May meeting of CAUT Council.

The Committee's principle responsibilities are to represent the interests of librarians to CAUT Council and to act as an advocate for the academic librarian and for the well-being of academic librarianship. Specifically, the Committee develops policies, reviews employment conditions, salaries, and benefits for librarians, and monitors government actions which may affect university libraries and librarians.

From the March Meeting

Together with the Canadian Association of College and University Libraries (CACUL), the Librarians Committee will undertake an assessment of the joint CAUT/CACUL Guidelines for the Appointment and Review of Chief Librarians. Many universities have appointed or reviewed their Chief Librarians since the Guidelines were approved in 1986, and this study will determine what impact, if any, the Guidelines may have had on these appointments. Representatives of CAUT and CACUL will meet during the annual conference of CLA in June to work out details of the study.

The Librarians Committee has just struck an agreement with the Canadian Association of Research Libraries (CARL) to exchange information. Under this agreement, CAUT will provide CARL with minutes of the Librarians Committee meetings in exchange for summary minutes of CARL meetings. This arrangement is similar to one which already exists between CAUT and CACUL.

par Rita Vine
Présidente du
Comité des bibliothécaires

L'Association canadienne des professeurs d'université a récemment envoyé aux associations locales un résumé de ses politiques à l'égard des bibliothécaires. Le résumé en question tente de reprendre en un seul document toutes les politiques de l'ACPU qui touchent directement les bibliothécaires. Il comprend également une bibliographie à jour des articles sur les bibliothécaires publiés dans le Bulletin et Le Négociateur.

Politiques à l'égard des bibliothécaires

L'ACPU a élaboré des directives qui répondent aux préoccupations des bibliothécaires, entre autres la nomination et le renouvellement du mandat des bibliothécaires en chef, les clauses contractuelles et les conditions générales d'emploi des bibliothécaires, et l'équité en matière d'emploi pour les bibliothécaires de sexe féminin. Bibliothécaires et professeurs sont tenus de respecter les énoncés de principes et les clauses types plus générales qui portent sur des sujets comme l'éthique professionnelle, la sécurité d'emploi, le budget, les licenciements, la non-discrimination, l'âge de la retraite, les congés de maternité et de paternité ainsi que les procédures régissant le règlement des griefs et l'arbitrage. Le Conseil, le Comité de direction et le Comité des bibliothécaires de l'ACPU se penchent régulièrement sur les points qui préoccupent l'ensemble des bibliothécaires.

Enquêtes et collecte de données

L'ACPU mène des enquêtes sur les salaires, les conditions générales d'emploi, les options de retraite ainsi que d'autres questions d'intérêt aux yeux des bibliothécaires travaillant dans les universités canadiennes. Les résultats de cette enquête sont publiés et distribués à toutes les associations membres.

Le Comité des bibliothécaires

Le Comité des bibliothécaires, qui relevait auparavant du Bureau de direction de l'ACPU, a changé de statut en 1987 pour devenir l'un des trois comités permanents du Conseil. (Les deux autres comités sont le Comité du statut de la femme et le Comité de la liberté universitaire et de la permanence de l'emploi.) Cinq membres du Comité sont élus par le Conseil pour une durée de trois ans. Les termes se chevauchent, assurant ainsi la permanence du Comité. Le président du Comité est également membre du Conseil. Le Comité des bibliothécaires reçoit l'aide du personnel du bureau de l'ACPU dans le cadre de ses activités; il se réunit à Ottawa deux fois par année, soit à la fin de l'automne et au début du printemps. Il rend compte de ses activités lors des réunions du Conseil ainsi que par le biais de rubriques publiées dans le Bulletin. Un observateur de la Fédération des professeurs des universités du Québec (FAPUQ) assiste aux réunions du Comité et soumet à la Fédération un rapport sur les activités et les initiatives de celui-ci. Par ailleurs, un rapport annuel décrivant les activités du Comité des bibliothécaires est présenté lors de la réunion de mai du Conseil.

Les principales responsabilités du Comité consistent à défendre les intérêts des bibliothécaires au sein du Conseil et à agir comme défenseur des bibliothécaires et promoteur de leur bien-être. Il doit entre autres élaborer des politiques, réexaminer les conditions d'emploi, les salaires et les avantages sociaux des bibliothécaires et surveiller les initiatives fédérales qui touchent les bibliothèques et les bibliothécaires universitaires.

Suite à la réunion de mars...

Le Comité des bibliothécaires examinera l'accord avec l'Association canadienne des bibliothèques collégiales et universitaires, accord qui portera sur les lignes directrices régissant la nomination et le renouvellement du mandat des bibliothécaires en chef. Depuis que ces lignes directrices ont été approuvées en 1986, de nombreuses universités ont nommé leur bibliothécaire en chef ou renouvelé le mandat de celui-ci. Par ailleurs, une étude déterminera les répercussions de ces lignes directrices sur les nominations des bibliothécaires en chef. Les représentants de l'ACPU et de l'Association canadienne des bibliothèques de recherche se rencontreront au cours de la conférence annuelle de la Canadian Library Association - conférence qu se tiendra en juin - afin de mettre au point les détails de l'étude.

Le Comité des bibliothécaires vient de s'entendre avec l'Association canadienne des bibliothèques de recherche afin d'échanger des informations. En vertu de l'entente, l'ACPU transmettra à l'Association les comptes rendus des réunions du Comité des bibliothécaires et recevra en échange les résumés des réunions de l'Association. Cet accord est semblable à celui qui lie l'ACPU et l'Association canadienne des bibliothèques collégiales et universitaires.

Librarians at Bishop's obtain first collective agreement

The librarians at Bishop's University, members of the APBU (Association des Professeurs/seures de Bishop's University), have completed the negotiation of their first collective agreement. This marks the end of a long struggle which began in the fall of 1986.

Following four days of intense and lengthy meetings, a final settlement was reached late Tuesday, March 21. A breakthrough in the negotiations, which had dragged on since October 1988, was achieved on March 14. The negotiators, Ruth Sheeran, librarian, David Seale, APBU President, and Mariette Blanchette, CAUT, presented a "package deal good for one day only" composed of a number of more troublesome clauses. This tactic, coupled with the timely appearance of Bob Moore, CAUT Research Officer, managed to break the deadlock and much headway was made resulting in the final completion the following week.

Interestingly, the initial stumbling block in the negotiation process, namely the question of the librarian's academic status, was never resolved. The agreement that has been reached, however, means that the librarians have this status in fact even though the administration refuses to acknowledge it.

The negotiating team feels that a good first settlement has been reached. Although a number of sacrifices had to be made, the major points have been won. The librarians now have permanence (tenure), librarians leave (sabbaticals), peer review, conference funds and a ranking system parallel to the faculty. The new salary scales result in a 40% increase which places them well in the average range of like colleagues. A lump sum for retroactive pay plus the back-daing of the contract to Jan. 1, 1989, *when added to the other monetary benefits means* that the librarians have an overall increase of approximately 63%, including retroactivity.

Much of the credit for the success of the negotiations is due to the help of the CAUT. The negotiation expertise and sound advice of Mariette Blanchette as well as the able assistance of Bob Moore together with the full support of the APBU Faculty have resulted in a collective agreement that greatly improves the working conditions of the Bishop's University librarians.

Cordial relations with the administration negotiators were maintained throughout, despite the fact that on occasion emotions ran high and passionate arguments were made. At the close of negotiations a pleasant dinner hosted by the administration was enjoyed by all.

Wendy Patrick

The McGill University and Canadian library community were saddened by the sudden death of Wendy Elizabeth Patrick, Librarian of the Nursing/Social Work Library. Wendy died of a massive brain hemorrhage on February 4, 1989 at the age of 43.

After obtaining her B.A. in Arts in 1966 and a Masters in Library Science in 1970 from McGill, Wendy joined the University Medical Library. Not long after her arrival she became Head of the Reference Department, soon thereafter became Botany/Genetics Librarian and in 1982 she became Nursing/Social Work Librarian.

Wendy served on many committees at McGill that worked to improve the status and working conditions of academic staff, among them the Appointments Committee, Director's Task Force on Study Leaves for Librarians, Director's Task Force on Travel Grants, Librarian Promotions Committee for Promotion to Associate and also to Senior Librarian, McGill Association of University Teachers' Benefits Committee and Senate.

At the national level Wendy served on the Canadian Association of College and University Libraries' Committee on Academic Librarians and the Canadian Association of University Teachers' Librarians Committee. She worked with the Quebec Library Association, the Canadian Health Libraries Association, the Medical Library Association and the Special Libraries Association.

Within the Montreal community Wendy was a member of the Board of Directors of the University Women's Club, the Patient Learning Steering Committee of the Royal Victoria College and the Board of Directors of the Youth Horizon Program.

Wendy's excellence as a librarian was recognized by McGill when she attained the rank of Senior Librarian in June 1988. She was granted a sabbatical leave, 1988-89, to develop a network for the distribution of health information to serve clients of public libraries, nurses, patients and their families.

Wendy will be remembered above all for her concern for others, her sense of fair play, a delightful sense of humour, her commitment to academic status for librarians and for her writing skills. The last column she wrote as editor of the Quebec Library Association's Bulletin was read at her funeral. It concluded that librarians "are, in fact, in the wisdom business. But just as nurses don't confer health on people, neither do librarians confer wisdom. We help people by giving them tools, all sorts of tools for all sorts of people. Libraries are an integral part of the alchemy that combines information and ideas with people to spark new thinking. Wisdom, you might say, is the better part of information."

Nouvelles en brèves du Québec

Au fil des événements (l'Université Laval)

En mars dernier, avait lieu l'inauguration officielle du Centre d'enseignement et de recherche en géomatique de l'Université Laval, créé à la suite d'efforts pour revitaliser le secteur géodésique de la faculté: efforts qui se sont concrétisés, entre autres, par l'acquisition d'équipement scientifique d'une valeur de plus de un million de dollars.

La géomatique est une nouvelle approche intégrant un ensemble de disciplines reliées à l'acquisition, au traitement et à l'interprétation des données sur le territoire. En même temps, elle s'occupe de la production et de la gestion de l'information qui en résulte. Les disciplines touchées par la géomatique sont: la géodésie, la photogrammétrie, la télédétection, la topométrie, la cartographie, l'arpentage foncier, la gestion foncière et l'hydrographie.

Présentement, la valeur de l'équipement du Centre tourne autour de 3,5 millions de dollars. Seize chercheur(e)s, 35 étudiant(e)s chercheur(e)s et 5 professionel(le)s de recherche y travaillent aussi; leurs subventions totalisent plus d'un million de dollars.

On s'attend à ce que le nouveau centre connaisse un gros succès puisque, depuis une dizaine d'années, il y a une demande croissante d'informations sur le territoire et ses ressources. Au Québec seulement, près de cinq millions de personnes travaillent dans ce domaine.

The Reporter (l'Université McGill)

Un nouveau programme conjoint dans la faculté de gestion vient d'être établi. Ce qui constitue un précédent canadien, puisqu'on y offrira un diplôme en gestion avec une spécialisation en études asiatiques et les élèves inscrits au programme recevront également une maîtrise en affaires internationales.

Les vastes marchés d'Asie ont crée un grand besoin de professionel(le)s sachant comment faire du commerce avec les asiatiques et comprenant les moeurs et la façon de réaliser des affaires en Asie.

Le programme inclura des cours portant sur les affaires et la culture des pays asiatiques spécifiques. Des professeur(e)s invité(e)s ainsi que des professeur(e)s de McGill dispenseront les cours. Pour compléter leur diplôme, les étudiant(e)s devront suivre des cours en langues asiatiques.

Des bourses du Donner Canadian Foundation iront vers un programme d'étude donné l'été tandis que Power Corporation défraiera le coût des stages en entreprise en Asie.

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Encore pionnière, McGill vient de créer un autre précédent: le premier programme pour le logement abordable au pays qui mettrait d'emphase sur une approche holistique de la question du logement. Le financement, le design et la sélection des sites seront certains des sujets considérés dans cette optique de recherche. La maîtrise en maison abri abordable sera offerte dès septembre.

La situation du logement en Amérique du Nord est grave et il n'existe pas de solution magique. Les étudiants-es au programme de maison abri abordable travailleront de près avec les planificateurs-trices, les autorités municipales, les promoteurs-trices et les acheteurs-euses de maisons.

Actuellement, l'industrie de logement ne fait pas de recherche sur la question. Selon Avie Friedman, un des dirigeants du nouveau programme, le peu d'analyse de statistiques qui se fait par l'industrie "ne constitue pas de la vraie recherche".

Le département d'architecture, qui continue de recueillir du financement directement du secteur privé, crée ainsi un autre précédent. Jusqu'aujourd'hui, la réponse a été bonne; on a réussi à ramasser la moitié de la somme nécessaire pour la période triennale initiale.

La seule réaction négative face au concept est venue de la Société canadienne d'hypothèques et de logement, qui ne veut pas reconnaître l'utilité de l'entrainement des architectes en matière de logement.

Réseau (l'Université du Québec)

L'Institute of Materia Medica, Chinese Academy of Medical Sciences a accordé son premier titre de professeur honoraire à un chercheur étranger. Il s'agit de Robert Massé, professeur à l'INRS-Santé, lors de sa récente mission en Chine. Massé a voyagé en Chine dans le cadre d'une entente entre l'INRS-Santé, l'IMM et The National Research Institute of Sport Sciences of the People's Republic of China (NRISS). Cette entente vise l'accréditation du NRISS comme laboratoire de contrôle de dopage en vue des XIe Jeux asiatiques qui se dérouleront à Beijing en septembre 1989.

Forum (l'Université de Montréal)

Quatre des 17 bourses Killam décernées cette année par le Conseil des arts du Canada ont été accordées à des professeurs de la faculté des arts et des sciences de l'Université de Montréal. La bourse Killam est considérée comme étant la plus prestigieuse qu'un-e chercheur-e puisse obtenir au course de sa carrière. Elle prend en considération l'originalité du projet de recherche soumis et son importance pour l'avancement des connaissances.

Pierre Legendre est connu internationalement pour son apport à l'écologie dite numérique et sa participation au développement de l'analyse spatiale de la théorie des écosystèmes. A part l'enseignement et la recherche, il agit comme consultant auprès de plusieurs sociétés et comme président du comité d'étude biologique des populations du CRSNG.

Michel Delfour, ingénieur et mathématicien, est un expert mondial en matière conception optimale des formes. Il a appliqué cette théorie à des camps aussi variés que les diffuseurs thermiques pour satellites et l'assignation de fréquence dans le domaine des communications.

Lewis Pyenson, spécialiste de l'histoire des sciences, est une autorité dans l'impérialisme européen et la diffusion des sciences exactes auprès des communauté périphériques.

Stephen Hanessian est un spécialiste de la chimie organique de synthèse. Il a appliqué cette connaissance à la création de substances utilisées aussi à la conception de logiciels pour l'analyse stéréochimique des molécules et au choix de précurseurs et de moyens de synthèse plus efficaces. Ses travaux ont donné lieu à une vingtaine de brevets. Hanessian vient d'être nommé membre de la Société royale du Canada.

University of Manitoba Senate condemns death threat

In view of the recent controversy surrounding writer Salman Rushdie's novel, The Satanic Verses, the University of Manitoba Senate approved a motion stating that "the Senate of the University of Manitoba condemn the threat by the Iranian authorities to the life of Salman Rushdie and his publishers as utterly abhorrent."

How many other academic bodies have reviewed this and felt it was an appropriate item of business? It is certainly a topic that has died in the general media.

The consortium lobby: a personal view

Clément Gauthier has written elsewhere in this edition about the mass lobby of parliament that took place in April. The lobby is conducted by the National Consortium of Scientific and Educational Societies. The lobby begins on Sunday evening with a briefing to the assembled lobbyists. Apart from a general introduction to the task at hand they are warned of pitfalls in the process, how to deal with the security of the buildings, and given a briefing book and list of people they are to see. Lobbying is arranged so that each target is visited by two people or more. At the briefing they are introduced and make their initial plans.

This annual lobby is actually carried out by the members of the various societies and not only the professional staff of the societies. Tim Stutt and another member of the CAUT office asked a small group of the lobbyists to expand on the experience and to comment on what was done.

The following are summaries of the interviews which took place.

LOBBYIST - Kanji Nakatsu, Pharmacology, Queen's, teaches life sciences at the undergraduate and graduate level, also teaches medical students. Research field is on vasodilators and he holds a joint grant from Heart & Stroke foundation of Ontario.

REMARKS - Became involved in the lobby through CFBS. Thought the goals of the lobby - the advancement of R&D and the enhancement of PSE - worthwhile. Saw one government and three opposition backbenchers. Found them all very approachable and more human than the media led one to believe. They were all supportive of the general principles, although they could not do very much in the short term. The opposition MPs were thinking about four years down the road. It would be a good idea to have a student in every lobby group and to get non-academics involved. In general a good learning experience, well-organized, made a small mark on the people whom you met.

LOBBYIST - Tammy Bray, Nutritional Sciences, Guelph, teaches nutritional toxicology, fundamentals of nutrition and nutrition and disease at the undergraduate level, supervises seven graduate students. Research area is nutrition and toxicology. Holds grants from NSERC and NIH(US).

REMARKS - Became involved in the lobby because so much pressure on research in Canada, "... my good students were going to the States.... Research funding has become so tight here and the workload so heavy, particularly over the past ten years, it becomes tempting to leave." Decided to give lobbying a try. Met with senior civil servants on two occasions and MPs on two others. The senior bureaucrats were not sympathetic. Some felt that they were competing with universities for research funding. Others believed that there were too many universities and too many students. In general their views seemed to be based on information that was ten years out of date. The meeting with the MPs - one government and one opposition - were encouraging. Both heard what we had to say and the opposition MP thanked us for the brief and said it would help him in his role as a member of the Opposition.

For the future, " I don't know to what extent the people we met have any great influence on the system, but if MPs rely on the advice of civil servants then I think it's really important that we convince them about our situation." As for her own part: "I didn't enjoy all of it, but I did feel it was important."

LOBBYIST - Caroline Andrew, political science, Ottawa, teaches urban development, women and politics and municipal politics to undergraduates and graduates. Holds a couple of SSHRCC grants. Became involved in the lobby as President of the Social Science Federation of Canada; believes it to be an important activity "...the university sector must make its voice heard in a unified manner."

REMARKS - Met with MPs, one government and one opposition. The opposition MP was a new member, that meeting reinforced the importance of meeting with parliamentarians in order to convince them of the importance of our case. The low point of all this was listening to other lobbyists report how far they had to go to convince their audience of the case. Thought that the briefing book that had been prepared was better than before but that a brief summary would help the lobbyists as well as a summary statistical table. It was useful, "...getting progressively more useful as more people get to know about it."

Review of Federal Policies for the Arts in Canada (1944-1988)

by D. Paul Schafer and André Fortier

Written for arts administration students, policy makers, arts administrators, artists, and all those interested in the arts, who want up-to-date information about the development of federal arts policies in Canada.

Situated within an appropriate economic, social, political, and cultural context, the study relates the initiatives and events which have guided and determined the growth of federal arts policies, while reviewing the critical periods and individuals who have played an important role in this development. It also gives a brief outlook of arts policies at the provincial and municipal levels, and makes reference to relevant developments in the private sector, as well as in the media. In the concluding chapter, the main characteristics of federal arts policies are reviewed and some suggestions for the future are provided.

The analysis follows a chronological order, and has been divided in five distinct periods: 1944-1963, 1963-1969, 1969-1975, 1975-1981 and 1981-1988. To assist the reader, a list of pertinent dates and a bibliography are provided as appendices.

The document was prepared at the request of the Cultural Affairs and Broadcasting Sector of the Department of Communications.

Published by the Canadian Conference of the Arts

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Historique des politiques fédérales dans le domaine des arts au Canada (1944-1988)

par André Fortier et D. Paul Schafer

Un ouvrage qui vise principalement à répondre aux besoins grandissants des étudiants en gestion des arts, des administrateurs dans le domaine des arts, des artistes, enfin, de tous ceux qui s'intéressent de près à l'évolution des politiques culturelles fédérales au cours des ans.

Cette étude, tout en situant le développement des politiques culturelles dans leur contexte économique, social, politique et culturel, décrit les initiatives et les événements qui ont été déterminants dans la croissance des politiques fédérales concernant les arts et la culture. L'ouvrage s'attarde particulièrement aux périodes critiques et aux personnalités qui ont joué un rôle important, et fait état du développement des politiques artistiques dans les provinces et dans certaines municipalités, ainsi que de l'apport du secteur privé et de l'importance des médias pour les arts. L'étude se termine par un chapitre qui identifie les principales caractéristiques de la politique fédérales dans le domaine des arts, y apponant des propositions pour l'avenir.

L'ouvrage suit un ordre chronologique, et est divisée en cinq périodes distinctes: 1944-1963, 1963-1969, 1969-1975, 1975-1981 et1981-1988. A titre de référence, le lecteur retrouvera en annexe, une liste de dates importantes et une bibliographie.

Le document a été préparé pour le compte du Secteur des Affaires culturelles et de la radiodiffusion du ministère des Communications.

Publié par la Conférence canadienne des ans

Status of women column

by Helen J. Breslauer
Senior Research Officer, OCUFA

Cutting the Mustard: affirmative action and the nature of excellence (Boston: Faber and Faber, 1987) is a book by Marjorie Heins about a lawsuit brought against Boston University by Nancy Richardson, former dean of students at the Boston University School of Theology (BUSTH). Richardson was fired in 1981 by the Dean of BUSTH, to whom she reported, for "pedagogical and ideological differences" with the administration. Richardson maintained that she was fired for voicing her criticism of the university's hiring procedures and criteria with respect to affirmative action. Heins was the lawyer who represented Richardson, and this book is her very detailed account of the events leading up to the dismissal, the trial itself, and the U.S. legal context with respect to affirmative action within which all this occurred.

In the course of Heins' description of prior events, we are introduced to a cast of characters with whom we will become better acquainted via the later testimony. One of these was the controversial President of Boston University, John Silber, who wished to return the BUSTH to greatness by "shaking it up." The Dean of the School of Theology was Richard Nesmith who, prior to firing Nancy Richardson, was involved in the other hirings and firings at the BUSTH with which Richardson had taken exception.

The faculty of BUSTH enthusiastically supported the appointment of feminist theologian Professor Beverly Wildung Harrison to a prestigious chair in social ethics at BUSTH. Harrison was subjected, without prior notice, to a two hour "grilling" by ten members of the graduate faculty led by President Silber who, it was later recounted, "went for the jugular." Harrison was not appointed, and, when asked about it, Dean Nesmith explained that she had not "cut the mustard," thus lending this book its title. The firing of Nelle Slater as associate dean of academic affairs, the failure to hire young black scholar Stephen Breck Reid to a tenure-track opening in Old Testament Studies, and the hiring of noted sociologist Peter Berger with little or no benefit of an open search process were among the other events at BUSTH which were causing a stormy debate over affirmative action. Nancy Richardson's stand on these issues brought her into conflict with Dean Nesmith.

Heins' thesis is that at the heart of the affirmative action debate lies the definition of the nature of excellence, i.e., merit or "credentialling." As she points out:

> *The position taken by those, including Nancy Richardson, who saw affirmative action as the obligation of a community committed to racial and sexual equality, was that it required a rethinking of assumptions about merit and qualifications, assumptions that by definition were evolved by white male elites based on criteria they had satisfied in their own successful careers. The opposing view was that, whatever affirmative action meant, it could not compel a 'lowering of standards,' and acceptance of those 'less qualified' (p. 24).*

Heins describes some of the landmark affirmative action decisions in the U.S. such as Regents of the University of California v. Bakke and Griggs v. Duke Power Company, as well as a myriad of lesser-known cases. The actual case of Nancy Richardson v. Trustees of Boston University, however, although it was very much about affirmative action, was fought on somewhat different grounds. Heins charged that Nesmith had discriminated against Richardson because of her "activity in opposing unlawful employment practices" (p. 87) which is against both federal and Massachusetts law; that he had violated civil rights law by interfering with the exercise of her constitutional rights; and that the Dean's failure to provide her with a warning demonstrated bad faith, thereby violating the common law of the state (p. 87)

Nancy Richardson's case was lost, and the very detailed descriptions of the three week long trial with its complicated legal arguments are sometimes tedious. Many of the utterances of those involved in the case, however, sound familiar to anyone who has been around universities for a while. This story highlights some of the ways in which our definitions of academic excellence can be used to perpetuate the status quo in universities. Its recounting invites us to challenge and rethink our underlying assumptions in order to make them more inclusive of the aptitudes, achievements and experiences of women and minorities.

Two stories related late in the book provide useful examples. One is about a U.S. Supreme Court case in which the Court approved an affirmative action plan in the Santa Clara, California, Transportation Agency. There were seven applicants who were qualified for the job which required a certain amount of skill, experience and a score of more than 70 points on an interview. Among these seven, two male applicants scored 75; a female scored 73. The female was promoted and one of the men sued. The Court upheld the promotion, but the reportage of the event was that a "less qualified woman" was hired over a "more qualified man." The majority opinion had emphasized that the two applicants were:

> *... equally qualified, that in fact her marginally lower score on an oral interview conducted by men may have been attributable to the expressed view of one such man that she was a 'rebel-rousing, skirt-wearing person.' The meaningless two-point difference in score in a subjective interview process controlled by males actually served to highlight the very point that most of the media so assiduously missed: the irony, indeed latent bigotry, that often resides in conclusory descriptions of competency or qualifications (pp. 191-192).*

The second instructive example was Heins' description from the writings of Professor Derrick Bell in which he dreams about a "Potential for Effective Practice" test (PEP) which accurately measures "not performance in the first year of law or medical school, but the student's potential for providing quality legal representation or medical care after admission to practice." (p. 193). Blacks and other minorities, probably because of their earlier experiences and the struggle they had been through to reach professional schools scored much higher on such a test than did whites. Extensive investigations of the test by national conferences, congressional committees and scholars were underway as Professor Bell's dream drew to an end (p. 193).

This book teaches us something about the implementation of affirmative action programmes in the U.S. At a recent conference sponsored by a number of agencies of the Ontario government, such eminent speakers as Stephen Lewis, former Canadian Ambassador to the United Nations and Raj Anand, Chief Commissioner of the Ontario Human Rights Commission argued for mandatory affirmative action in Ontario. Whether or not such a call is heeded, it is useful to learn more about how affirmative action programmes have fared in other jurisdictions.

Sexual harassment, discrimination and union activities

Comité sur les femmes en milieu universitaire (FAPUQ)
English version
Sarah Westphal-Wihl

Recent weeks have witnessed extensive debate between the FAPUQ directorate (Fédération des Associations de Professeurs des Universités du Québec) and its Committee on the Status of Women. The debate, which concerns a sexual assault case against a minor involving a university professor, has echoed among the women of that Committee, as well as within the membership of the Federation as a whole. This debate shows how urgent it is that we consider the issue of sexual harassment, especially within the context of our unions and faculty associations. Urgent because of the nature of the issue itself, but also because of the superficial and emotive way it has been discussed in our organizations in the past. Urgent as well, because the open opposition that has emerged between women's groups and faculty unions or associations has grave political consequences. This opposition makes productive debate nearly impossible, and creates an explosive situation..

Widespread awareness of sexual harassment arose in Québec partly as a consequence of publications in the popular press. Since then, women's groups and unions have addressed this issue — an issue which is clearly rooted in the larger problems of discrimination and sexism.

Talking about harassment and sexual assault means talking about patriarchy, the domination of women, and the silence which is imposed on them. It means opening a breach — one considered indecent by many men — in the area of private life, with all the complexity that this implies. It means understanding that the personal is the political, not only for those with feminist commitments, but also in the public arena and in the workplace. It is to realize that society punishes abuse of property more severely than assaults against women. Talking about sexual harassment is making a connection between intolerable physical violence at the individual level and the powerlessness and oppression of women as a whole.

Talking about sexual harassment still means talking about a very widespread problem. According to figures produced by the Regroupement des CALACS (Centres d'aide et de lutte contre les agressions à caractère sexuel), 500,000 Québec women now alive have been victims of a sexual assault at some time in their lives. 14,000 cases are reported every year to the various organizations qualified to take action. Of the number of women assaulted, 70% know their assailants, 3% of the assailants are considered to be mentally ill and only 10% of the assaults are reported to the police.

Talking about sexual harassment means talking about a problem which is not restricted to certain disadvantaged social groups. It is not a question of milieu. No level of the education system has been spared. For this reason some of the unions representing men and women teachers have devoted serious attention to this issue and have, at the price of lengthy discussions and memorable battles, adopted policies. At present, several documents have been produced by unions on the subject of sexual harassment in the educational environment, for example, the guide to understanding and intervention published by the CEQ in 1985 on sexual harassment called "Vues de l'intérieur" or the FNEEQ-CSN paper, published in 1988, entitled "Lorsqu'il s'agit de mieux vivre ensemble : une politique contre le harcèlement sexuel". Additional documents have appeared within the university setting. The CAUT Status of Women Committee has been working for several years on a policy governing sexual harassment. Several preliminary versions have been discussed, and a final version should be adopted very soon. In addition, some university administrations, in collaboration with unions and faculty associations, have established policies on sexual harassment. According to CAUT figures, 70% of Canadian universities have policies condemning sexual harassment.(1)

These facts indicate that the problem is of eminent concern in educational circles in general and to universities in particular.

A Poisoned Work Environment

For women, universities are not secure workplaces (for proof, just look at the cases or alleged incidents of rape on the campuses of Laval University, the Université de Montréal or recently, at McGill University). Women university professors, including those representing their institutions on the Comité sur les femmes en milieu universitaire (FAPUQ) are especially concerned about sexual harassment and assault. We do not consider the university to be a separate world, an institution which exempts its members from assuming any responsibilities outside its walls. We are therefore solidary with women in the community, since the problems they face, face us as well. And as academics, we enjoy relatively free access to the media, an advantage which places us in a privileged position to call into question the violence directed against women in all sectors of society.

From the point of view of our faculty unions, the problems faced by women academics and the responsibilities which we assume may appear to be contradictory. From women's point of view, though, the notion that the university is autonomous from the rest of society actually contributes to the problem of sexual abuse, while it inhibits us from pursuing what we see as our feminist responsibility. To explain things in another way: a woman who teaches and conducts research at a university is no different from any other woman. She was a woman before she became a professor, and she must continue to confront the dilemmas facing her — dilemmas which originate in her very condition as a woman. This must frequently be done at the expense of "collegiality" with men who have power over her professional well-being.

Women academics have the political will to raise the problems of sexual harassment. This will is manifest, it is expressed through university women's groups that take an interest in problems specific to women, in feminist studies, etc. Unions, however, are disinclined to permit their concept of collegiality to go so far as to listen to that portion of their base which is composed of women.

Although women make up a minority within union organizations, they are nevertheless clearly entitled, in principle, to a just consideration of the problems affecting them.

It remains that, for the time being, there is still a tendency to implicate women, to find women themselves at fault for the abuse they suffer, to push crimes of assault under the rug, or to minimize these crimes by considering them to be the natural or inevitable consequences of social relationships. What is worse, the aggressor often becomes the victim in the eyes of everybody concerned — a reversal of the situation which is absurd, to say the least. Such attitudes deny the eminently social and political character of sexual harassment — an issue which should be taken into account by unions.

Race riots in the United States, apartheid in South Africa or everyday racial discrimination in nearly all parts of the world claimed many victims before being unanimously condemned by progressive organizations. How is it, then, that sexism, which has also killed, raped and caused bodily harm since the world began, is so hard to understand and condemn by unions?

see "Harassment", page 10...

Our aging Professoriat: What it may mean to our Universities

by William E. Pfaffenberger
Professor of Mathematics,
University of Victoria

At some point in the recent past you have probably seen some statistic or other which referred to how old we are all becoming. This article will provide you with yet more statistics and some of my ideas on what it may mean to our universities. I will also present some ideas on what we might do to affect the future.

We cannot escape demographics for, like death and taxes, they project the future with some certainty. Graph 1 shows the percentage of Canadian professors in each of the five year age brackets from 25-29 to 60-64. If professors were distributed equally by age from 25 to 64, then the percentage in each bracket would be 12.5%. As you see in Graph 1, there is a bulge of faculty between the ages of 40-54. When viewed from a normal retirement perspective (i.e. 65 years of age), it is clear that our present bulge of faculty will have to be replaced between 1998 and 2013. In other words, 55% more faculty will be replaced than normally would be over this period if there was an even distribution of ages. The problem differs from department to department, faculty to faculty and even slightly from university to university. The conclusion which appears clear is that our universities in Canada will change very rapidly over a relatively short period of time. This change will probably result in a shortage of qualified replacements which, in turn, would have an inevitable and possibly devastating effect on our institutions. Ultimately, the result of this change is an unknown but universities may evolve into institutions which do not resemble the universities of today and may not be what we want tomorrow.

The one thing we can be assured of by these demographics is that radical changes will occur in that time frame.

We live in long-term oriented institutions which, we continually argue, should be treated as long-term entities with long-term planning, long-term commitments and stable funding mechanisms. However, the demographics outlined above leave us with an uncertain outcome and with no apparent long-term planning to meet this eventuality.

I would like to bring another fact of university life to your attention - salary structure with which most of us are familiar. Graph 2 gives the average salary of faculty across Canada as a factor of age which starts around $30,000 at age 27 and proceeds to $70,000 at age 65. Our career salary curve (Graph 2) is an anomaly in our society. Few, if any, professions have such a curve. We start quite low (with respect to our initial training) and end quite high (in terms of the government's and the private sector's perceptions). Yet our earnings over our total career fall into close comparison with those of carpenters and school teachers and are far below those of other professionals "like ourselves" such as doctors, lawyers, accountants or actuaries.

My thesis is that demographics (Graph 1) and the university salary structure have created the situation which universities are now suffering. In the late 1960's and early 1970's, government responded to the post-war baby boom by expanding the university system. As a result, they hired large numbers of young and inexpensive professors who now have become older and increasingly more expensive to maintain because of the age structure and the career salary structure. This aging professoriat is increasingly costing the governments more than they would like to pay. Government's response has been financial restraint which has probably irritated the age bulge problem by not hiring new and younger staff.

There are some changes that the professoriat can help negotiate. First, I think we should try to flatten out the age bulge of Graph 1 by hiring into our universities faculty between the ages of 26 and 40. The adoption of aggressive early retirement policies would help flatten the age bulge by encouraging some professors to retire early. Aggressive early retirement implies that financial remuneration and other incentives e.g. enhanced retirement packages be offered to those who can be enticed to leave our universities before their normal retirement and are members of the age bulge group. This could be done by starting these policies now and letting them expire with the bulge, which would be in 10 to 15 years. I'm not naive enough to believe this will completely solve the problem. No policy yet devised by government or administration works exactly as planned.

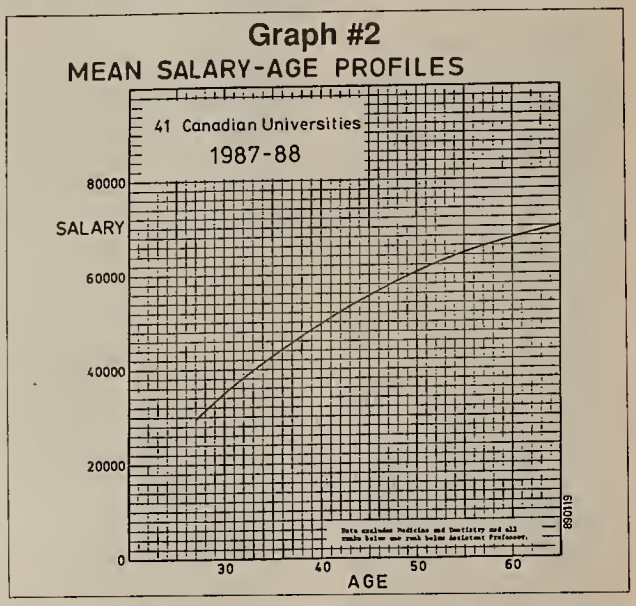
Second, as a profession, I think we should examine the possibility of changing the career salary structure of university professors. In other words, the plan outlined above, in all likelihood, will still leave us with a bulge and we will, in turn, create another bulge who will retire in the years 2035 to 2050. In order to help the next generation of university professors evade the problems of our generation and a reiteration of financial restraint in the universities, might it not be advisable to re-align the career salary structure?

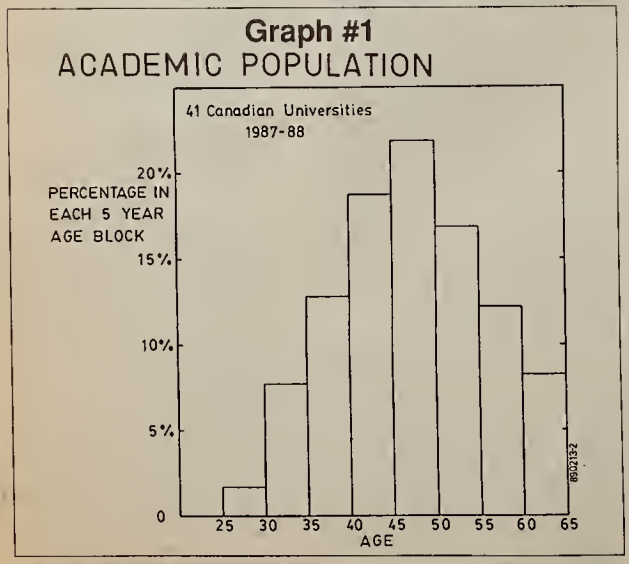
When the present bulge retires in the years 1998-2013, the university salary budgets will fall quite dramatically, assuming we keep the present salary structure, because we will be hiring people for half the salaries to replace the retirees.

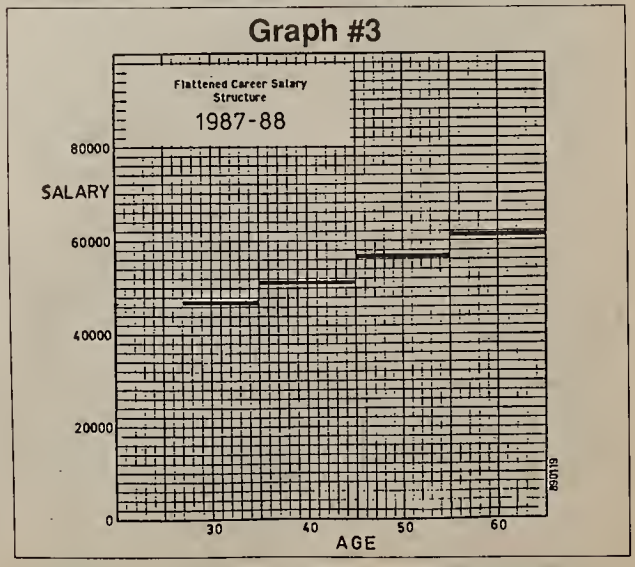
I propose that we change our career salaries to something like those in Graph 3. The ideal time to make the change would be around the year 2000, when governments will have the savings, as mentioned above, to raise professors' beginning salaries and give the "same" career earning. Graph 3 represents what I call an equivalent flattened career salary structure for university professors.

There is another issue which may complicate the picture outlined above and that is the possible abolition of mandatory retirement. If this should occur, I believe it could have several possible outcomes, one of which could result in stretching out the time over which the bulge retires which would allow more time to find qualified replacements and would flatten another potential age bulge. This would be a positive effect. However, the abolition of mandatory retirement does not totally alleviate the possibility of another age bulge occurring in the future nor does it solve the problem of the career salary structure.

I believe that implementing plans to flatten the age bulge and restructure the career salary structure should be tried even if mandatory retirement is abolished. Another possible outcome of the removal of mandatory retirement is that those presently age 55 and older may remain in the university system longer, thus, exacerbating the impact of the age bulge since those normal retirements would not take place and there would remain fewer faculty in the younger categories i.e. under 40. This would guarantee yet a new age bulge for the future and a reiteration of the problems the universities have faced in the past ten years.







To the Editor

A Clarification

Dans votre Bulletin ACPU d'avril 1989, la chronique Nouvelles en brèves du Québec rapportait la création du premier programme de doctorat en Sciences de la réadaptation à l'Université McGill. Nous vous remercions d'avoir annoncé cette première au Canada. Toutefois, le dernier paragraphe, affirmant "Comme on n'a pas encore engagé de professeurs/es, les quatre étudiants/es admis/es au programme travailleront indépendamment pour le moment", est erroné et crée une fausse impression que je tiens à corriger. Présentement, l'Ecole compte onze professeurs détenant un doctorat, un nombre sans précédent dans de tels programmes tant au Canada qu'aux Etats-Unis. Nos quatre étudiants/es se trouvent donc supervisés de façon plus qu'adéquate par un personnel académique qualifié, rencontrant les normes établis dans les disciplines traditionnelles.

Je vous remercie de la publication de cette importante mise au point.

Dr. Christina Hui-Chan
Directrice et Professeure

Academic freedom

Sir:

I am embarrassed by the editorial by Peter King ("Academic Freedom, Tenure and Unpopular Views", CAUT Bulletin April 1989). It seems to be based on the old cliché that academic freedom can be used as a cover for all sorts of prejudiced and prejudicial positions because free, informed debate will eventually lead to the triumph of the good.

The letter (in the same issue) from Professor Goldstick about Philippe Rushton and the uneven application of standards is more pertinent. He states that Holocaust deniers are not represented in Canadian university academic departments whereas other types of racists are. Hence, he argues, blacks (and I might add, whites and orientals who are also the victims of Professor Rushton's racism) should be afforded similar protection.

If the CAUT does no better than the nostrums in its president's article, it will descend to the level of the New Brunswick Teachers' Union, which supports its member Malcolm Ross, or to the level of the New Brunswick university, which allows a member of its economics department to teach his students that the economic activity of Jews cannot be considered part of the GDP because Jews are inherently international and not members of any domestic economy.

It is not easy for liberals to face up to hatemongers. We would rather not deal with them because it means getting involved with distasteful people and distasteful matters. We also find it difficult to distinguish between what is unpopular and what is simply intolerable, so we say it can't be done. It is far easier for us to dodge the moral issues and deflect the discussion to a defence of academic tenure.

In that case, I would ask whether we should be proud to have the same protection as Rushton, Ross, Keegstra et al, and whether we should defend it so enthusiastically.

Andrew G. Gann
Department of French
Mount Allison University

Political censorship

Dear Editor,

In the April issue of the Bulletin, Peter R. King, presumably addressing readers on the political left or left-centre, urges those who are sympathetic to censoring views that are "allegedly new-fascist, racist or from supporters of views similar to those of the rulers in Iran" to practice toleration instead. He argues that "rules to suppress the Right will almost certainly be used in time to suppress the Left". What we have here of course is our old friend — the so-called slippery slope argument — being used to defend the Philippe Rushtons of this world.

Although J.S. Mill's On Liberty may come to mind as the likely source of this argument, it is not to be found there in the above stated form. And this may be one reason why it has so much appeal to those on the political left who would be sceptical of any anti-censorship arguments derived directly from one of the progenitors of modern liberalism. Nevertheless, the argument is seriously deficient.

To show its deficiency, thankfully one does not have to demonstrate that there is literally no possibility that censorship against the Right will be used against the Left. Surely it is sufficient to prove that it is unlikely that curtailment of liberty here will backfire against the Left; in the same way that drug companies could never reasonably be asked to prove that there is no possibility whatsoever that a new drug will have some harmful side effects. The issue then is to be settled primarily by an appeal to history; in particular, the history of censorship.

Such history would, I maintain, demonstrate that, contrary to Professor King's assumption that tolerance of the extreme right makes for greater liberty for the left, the relationship is one of inverse proportionality. That is to say, the way for the left, all other things being equal, to maximize the opportunity for dissemination of their views is to minimize through, amongst other things, censorship, the opportunity for the right to disseminate theirs. After all, since the greatest threat to the liberty of the left is the presence of state power in the hands of the Right, and since dissemination of their ideology is one of the ways the Right ascends to power, then silencing them and their racist, misogynist, and neo-fascist views will surely increase the probability of freedom for the proliferation of Left ideology.

Consider here two historical facts. Would the Left in Germany have increased or decreased their own chances of freedom of speech by promoting tolerance of the ideas of the fledgling Nazi Party? (I'm not of course suggesting that attempts to censor German fascists would have been sufficient to prevent Hitler coming to power.) It's worth noting here that the Allies were not persuaded by any anti-censorship arguments after World War II: according to the Potsdam Treaty of 1945, the German people were legally forbidden to disseminate Nazi ideas in books, newspapers, or by political parties. The fact that this treaty was and still is strictly enforced in the German Democratic Republic but to a much lesser extent in the Federal Republic of Germany may well account for the virtual elimination of racism in the former state and the periodic resurgences of neo-Nazism in the latter.

Secondly, consider the history of censorship during Cold War and post Cold War North America up to and including present times. Is Professor King claiming that one of the reasons that the Right was so successful in the 1950's in censoring the Left was that the Left and others were not vigilant enough in protecting the freedom of speech of fifth columnists during World War II? And with regard to roughly the last twenty years, here there appears, contrary to Professor King's hypothesis, to be a direct correlation between successful Left censorship of the Right and increased opportunities for the expression of Left wing ideas.

No doubt, Professor King would reply that in the long run such successes will backfire on the Left. Well, I don't deny that there may be a time in the near future when neo-McCarthyism will rear its ugly head here in Canada, but such temporal succession of the first Left and then Right censorship does not suffice to establish King's claim. My own view is that if censorship by the Right increases it will be because, amongst other things, (1) the Right was insufficiently censored and (2) almost all those who promised the Left that they would also defend *their* freedom of speech *will repeat* the behavior of most Cold War liberals and refuse to push when push comes to shove on the issue of censorship of the left.

Marvin Glass
Associate Professor of Philosophy
Carleton University

"Consolidation"

...suite de la page 1

appuyer solidement les efforts du Consortium pour la première fois cette année.

Le lobby annuel du Consortium sert d'abord à donner l'heure juste aux décideurs fédéraux quant aux réalités de la recherche et de l'enseignement post-secondaire au Canada, telles que vécues par nos représentants. Ce lobby est toutefois éducatif à bien d'autres égards, puisqu'il constitue un terrain fertile pour l'interaction entre les enseignants, les étudiants de niveau post-secondaire et les chercheurs de toute discipline et lieu de travail autour d'un projet commun: la promotion des recommendations mises de l'avant par le Consortium.

Ceux qui participent régulièrement à cette exercice savent que le succès d'une équipe de lobbyistes, quant à la perception par l'interlocuteur d'un message clair et précis, dépend en grande partie de la mise en commun de leurs connaïssances respectives autour des recommendations du Consortium. En ce sens, il est essentiel que nos lobbyistes se disciplinent davantage et restreignent leurs interventions uniquement aux sujets qui ont fait matière à consensus au sein du Consortium, tel que stigmatisé dans ses recommandations. Bien que les divergences de vue aident au tamisage des idées lors des rencontres mensuelles du Consortium, elles ne sauraient avoir leur place au cours des rencontres avec des intervenants externes organisées au nom du Consortium, pas plus que la diversion de la discussion vers des sujets d'intérêt plus spécifique à certains individus ou organismes ne faisant pas partie des sujets à traiter au nom du Consortium.

Le fait que le lobby se tienne de façon régulière à date fixe est également important. Il y a une multitude de groupes de pression qui arpentent la colline en tout temps, et il est essentiel que les parlementaires puissent compter avoir accès à nos représentants à un temps précis de l'année. Le lobby de 1989 était particulier à cet égard, puisqu'il a dû être reporté de février à avril suite au congé prolongé des parlementaires en début d'année. Le résultat a été une plus grande difficulté dans l'organisation des rencontres, un travail effectué de main-de-maître par l'équipe de l'Association canadienne des professeurs d'université (ACPU).

L'impact à court terme du lobby d'avril 1989 quant aux priorités budgétaires du gouvernement doit attendre le discours du budget du 27 avril. L'évaluation de notre performance comme groupe de pression devra alors être faite en fonction du traitement réservé au financement de la recherche et de l'éducation post-secondaire relativement aux autres champs d'activités supportés par le gouvernement fédéral. La réponse des partis d'opposition, nommément celle du critique du Parti libéral du Canada en matière de Science et technologie, M. John Manley, et celle de M. Howard McCurdy du Nouveau Parti-Démocratique, ont été fort encourageantes et donneront surement lieu à un suivi de la part du Consortium.

Lors de sa prochaine rencontre mensuelle, les membres du Consortium auront l'occasion d'exposer leurs vues à un représentant du Conseil économique du Canada dasn le cadre d'une étude effectuée par le Conseil quant à l'enseignement post-secondaire. Cette rencontre est une suite directe aux communications établies lors de la semaine de lobby. De même, il est désormais fréquent de retrouver, au sein même du discours de nos interlocuteurs, les arguments mis de l'avant par le Consortium au cours des dernières années, signe tangible de la contribution du Consortium à des changements de fonds quant au politiques émergentes.

Il reste toutefois une lacune que le Consortium se doit de combler au plus tôt: sa présence active, tout au long de l'année, sur la scène locale et provinciale. En effet, il s'avère illusoire de penser amener des développements positifs majeurs quant à l'enseignement post-secondaire et à la recherche au Canada, si nous ne pouvons assurer notre présence au niveau des législations provinciales, et au sein même des institutions d'enseignement.

La mise en place de chapitres locaux du Consortium ferait d'une pierre deux coups. Les regroupements d'étudiants, d'enseignants et de chercheurs au niveau des institutions d'enseignement post-secondaire assurerait à la fois l'accessibilité à des effectifs représentatifs du Consortium en tout temps à travers le pays et, par le biais d'échanges continus entre ces groupes, favoriserait une meilleure compréhension entre nos différentes constituantes. Une telle mesure se traduira par une meilleure cohésion des politiques mises de l'avant par le Consortium et un renforcissement de notre démarche sur tous les plans.

Correction

In the article Multiple Regression Analysis and the Determination of Gender Discrimination in University Faculty Salaries by W. Schrank, published in the February Bulletin, an error occurs in the equation for SAL. Two terms have been run together (+ 1,000 x YRS - 250 x YRS x SEX became + 1,000 x YRS x SEX .)

The correct equation is:

$$SAL = 35{,}000 + 1000 \times YRS - 250 \times YRS \times SEX + 3{,}000 \times HDG - 1{,}000 \times HDG \times SEX + 250 \times NOP - 50 \times NOP \times SEX - 1000 \times SEX$$

Harassment,
continued from page 7

The Political Stakes are High

Finally, for unions and faculty associations, the problem of sexual harassment poses theoretical challenges (and even problems of defining what unions are all about) which are interesting and complex. Consider, for example, the preamble to the FNEEQ/CSN Policy: "Quite early in our debates, we came upon a stumbling block. As women union members, could we uproot this evil without violating the rights of our unionized male colleagues? Yes, we do want to eliminate sexual harassment, but what do we do with the harasser? Can we guarantee him impunity and put an end to sexual harassment at the same time? How far do his union rights go?"

Such problems will eventually have to be examined in depth, because they exemplify reactions within the context of traditional union activity to changes brought about by the evolution of a society, as well as changes in the very concepts of democracy and equality. Union activity has been conducted essentially as a struggle against the exploitation of the labour force in the working world and the defence of employees' rights to equitable conditions of employment, within the context of a more corporate style of union activity than is the case in a university setting. These forms of union activity are concentrated on labour relations. Unions today, though, if they wish to face the real problems affecting contemporary society, must confront problems which are more complex in nature.

The specific issues facing women are among the factors adding a new complexity to classic union problems, and the solutions which will be found collectively to further this evolution could very well enrich unions' political experience.

It is not simply a case of "watching and punishing", to use Michel Foucault's critical phrase — a remark which is made too often and a bit quickly. It is not a question of blindly establishing coercive rules. On the contrary, it means acting to build a fairer society. The stakes are high.

1. CAUT Bulletin, January 1989, p. 19.

University of Alberta
Edmonton

Chief Librarian

Applications and nominations are invited for the position of Chief Librarian and Director of Libraries. The University of Alberta is a comprehensive public university with an enrollment of approximately 30,000 full-time and part-time students and about 2,000 academic staff members.

The Chief Librarian is responsible to the Vice-President (Academic) for the administration and operation of the University's library system, including the supervision of staff; the administration and development of policies; collection development and management; budgeting; planning; fund development; liaison with academic and administrative units; and liaison with external library, community, and other institutions. He or she is a member of the Dean's Council and the General Faculties Council, and as such is a key participant in total university planning and decision-making.

The University Library system contains over 3 million catalogued volumes, 2.5 million microforms, and 700,000 government documents, and is the second largest university library system in Canada. A member of the Association of Research Libraries, the University Library is an active and primary participant in regional, national, and international cooperative agencies, and is in the forefront of technological development with respect to automated management and information retrieval systems. The library staff numbers approximately 400, and the annual budget is over $17 million.

The library system has eight major service points — Humanities and Social Sciences Library, Science and Technology Library, John W. Scott Health Sciences Library, John Alexander Weir Law Library, H.T. Coutts Education Library, Information and Reserve Centre, Bibliotheque Faculte Saint-Jean, and Bruce Peel Special Collections Library.

The University of Alberta is located in Edmonton, capital of the province of Alberta, with a population of some 3/4 million in the greater metropolitan area. Noted for its beautiful river valley and extensive parklands, the city supports professional symphony, opera, and theatre companies, and is a centre for art and other cultural activities and home to championship sports teams.

Qualifications: Professional qualification in librarianship; experience in management and administration at a senior level within an academic or research library, and in a collegial environment; and an appreciation of the role of a major research library within the academic and larger communities it serves. Salary will be commensurate with experience and qualifications.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and the names of three referees, should be submitted by 1 July 1989 to:

Dr. J. Peter Meekison
Vice-President (Academic)
Third Floor, University Hall
University of Alberta
Edmonton, Alberta, Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment.

The University of Lethbridge invites applications for the following positions:

Systems Librarian (Re-opened Competition)

The University of Lethbridge Library is seeking a public service-oriented professional librarian to implement an integrated library automated system. In consultation with library staff and others, the systems librarian will be responsible for the acquisition, implementation, and maintenance of automated systems and new technologies in the Library.

The successful candidate will have a knowledge of current academic library and automation practices. Strong organizational, management, and interpersonal skills are essential. Good verbal and written communication skills, as well as the ability to work efficiently and independently, are important. The ability to assume reference, instruction and collection development responsibilities at a future date is highly desirable.

MLS (or equivalent) degree required; related experience desirable. The position will be filled at the rank of Librarian II (starting rete $32,S60 minimum) or Librarian III (starting rate $38,974 minimum) depending on qualifications.

Information Services/Collection Development Librarian

Reporting to the Head, Public Services, the successful candidate will be responsible for information services and collection development in subject areas emphasizing either the Humanities or the Sciences. Exact subject responsibilities will be determined later. Duties include liaison with faculty, bibliographic instruction and online searching, as well as Information desk service. An MLS (or equivalent) from an accredited library school is required. This position will be filled at the rank of Librarian I (starting rate $24,243).

Head, Reference and Online Services

Reporting to the Head, Public Services, the successful candidate will be responsible for information services and collection development in subject areas emphasizing either the Humanities or the Sciences. Exact subject responsibilities will be determined later. Duties include liaison with faculty, bibliographic instruction, and online searching as well as information desk service. In addition, the incumbent will assume responsibility for the scheduling and supervision of the information service, and for the administration of the online search service (including end-user searching) of the University Library. An MLS (or equivalent) from an accredited library school is required. Some administrative or supervisory experience is desirable. This position will be filled at the rank of Librarian II (starting rate $32,S60).

Initiative, judgment, and resourcefulness in responding to library user needs, the ability to function as part of a team in a smaller academic library, and familiarity with online searching are required for both public service positions. Experience in academic library public services and automated library systems is highly desirable.

Head, Collection Organization

The University of Lethbridge is seeking a public service-oriented professional librarian to provide leadership to its cataloguing services unit. Reporting to the University Librarian, the position supervises a staff of 4. It is responsible for the management of all cataloguing activities, including developing policies and procedures, maintaining quality control, and solving complex cataloguing problems. The incumbent will perform original cataloguing and authority work and coordinate the unit's cataloguing activities with other units of the Library.

The successful candidate will have strong cataloguing skills including an ability to do original cataloguing of unique materials. Experience with UTLAS, Bibliofile and/or an automated library system is desirable; knowledge of AACR2, MARC format and LC classification is required. Aptitude for precision work and independent problem solving and excellent communication skills essential. The ability to assume reference, instruction and collection responsibilities at a future date is highly desirable.

MLS (or equivalent) degree required. The position will be filled at the rank of Librarian II (starting rate $32,S60).

The University of Lethbridge Library has a collection of 980,000 items and a staff of 36 serving 3200 students and 260 faculty. Excellent benefits.

All qualified individuals are encouraged to apply but preference will be given to Canadian citizens and permanent residents. Please send curriculum vitae and names of three referees by May 31, 1989 to:

The University of Lethbridge

University Librarian
University of Lethbridge Library
4401 University Drive, Lethbridge, Alberte T1K 3M4

The University of Lethbridge is en equel opportunity employer.

University of Alberta
Edmonton

Department Chair
Clothing and Textiles

Provide leadership for a diverse academic department offering both undergraduate and graduate programs in clothing and textiles. Ph.D. and demonstrated achievement in research and/or creative expression, graduate advising and teaching required.

In accordance with Canadian immigration requirements, this advertisment is directed to Canadian citizens and permanent residents.

Send letter of application, resume, and three letters of recommendation before **June 15, 1989** to:

Dr. E. Murray, Dean
Faculty of Home Economics
115 Home Economics Building
University of Alberta
Edmonton, Alberta T6G 2M8

The University of Alberta is committed to the principle of equity in employment.

FACULTY OF LAW UNIVERSITY OF ALBERTA/ALBERTA LAW REFORM INSTITUTE PRESENTS

THE FIFTH ANNUAL CONFERENCE ON COMPUTERS & LEGAL EDUCATION

THE LAW CENTRE UNIVERSITY OF ALBERTA, EDMONTON JUNE 10-13, 1989

Topics include:

Update on new copyright legislation; on-line resources, their creation & use; educating the professional - a continuing legal education perspective, electronic justice.

The emphasis will be on both theory and hands-on applications. Each theme will involve breakout sessions on specific topics. There will be exhibitions of new hardware and demonstrations of software programmes in various areas.

FEE: $65.00

For further information or to pre-register, please call

Professor P. J. M. Lown
University of Alberta
402C Law Centre
EDMONTON, Alberta, T6G 2H5
Tel: (403) 492-5291

Oean T.J. Christian
University of Alberta
485 Law Centre
EDMONTON, Alberta, T6G 2H5
Tel: (403) 492-5590

Fax: (403) 492-4924

The Assistance of IBM Canada is gratefully acknowledged.

LA FACULTÉ OE DROIT DE L'UNIVERSITÉ OE L'ALBERTA ET L'INSTITUT OE RÉFORME JURIDIQUE DE L'ALBERTA PRÉSENTENT

LA CINQUIÈME CONFÉRENCE ANNUELLE SUR L'INFORMATIQUE ET L'ENSEIGNEMENT DU OROIT

LE CENTRE OE OROIT UNIVERSITÉ OE L'ALBERTA 10-13 JUIN 1989

Au programme:

Suivi de la nouvelle législation sur les droits d'auteur; les ressources informatisées, création et utilisation; droit et formation continue, la justice électronique.

L'accent portera à la fois sur la théorie et sur les applications pratiques. Chaque thème fera l'objet de sessions consacrées à des sujets particuliers. Les participants auront l'occasion de voir le nouveau matériel et d'assister aux démonstrations des logiciels utilisés dans divers domaines.

FRAIS D'INSCRIPTION 65,00 $

Pour plus de renseignements ou pour vous inscrire, veuillez communiquer avec

Nous tenons à remercier IBM Canada de sa participation.

UNIVERSITÉ YORK UNIVERSITY

Faculty of Fine Arts
Department of Visual Arts

ASSISTANT PROFESSOR, DESIGN

Applications are invited for a full-time, three-year contractually limited appointment as Assistant Professor in Design from July 1, 1989 to June 30, 1992. Salary to be negotiated and commensurate with experience.

Academic responsibilities include: teaching undergraduate design courses from foundation through upper level communication design and theory courses, including typography; preparation and presentation of course material; grading of assignments; office hours for student contact. Administrative responsibilities include: area planning; student advising and evaluation of student applications; Faculty and/or Departmental committee work. The successful candidate will also be expected to devote time to research/scholarly/creative/professional activity.

An MFA in Design or equivalent and/or professional design experience is required. The ability to communicate effectively in English is essential. Preferred are post-secondary teaching experience and experience with Apple Computer systems for desk-top publishing.

Please send letter of application with CV, statement of teaching philosophy, 15 to 25 35mm transparencies and/or other supporting documentation of current professional/artistic work and names of three references to: **Ted Bieler, Chair, Department of Visual Arts Faculty of Fine Arts, York University, North York, Ontario M3J 1P3.**

Deadline for application is May 31, 1989.

This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

This position replaces the previously advertised 9-month sessional appointment.

University of Waterloo

The University of Waterloo invites applications and nominations for the position of Dean of the Faculty of Science

Candidates are sought for the position of Dean of the Faculty of Science. The appointment will commence on July 1, 1990, or as soon as possible thereafter, for a five-year term. The Faculty of Science consists of five academic units: Biology, Chemistry, Earth Sciences, Physics and the only School of Optometry in Canada with English as the language of instruction. The Faculty of Science pioneered the first co-operative science programs in Canada and currently offers the only such programs in Earth Sciences and Biochemistry (Biotechnology option). The undergraduate programs in Chemistry and Physics are the largest in Canada; the Chemistry department also offers co-op at the graduate level (MSc and PhD). There are currently 150 full-time faculty members, more than 2,000 undergraduate students and 330 graduate students; total University enrolment is approximately 24,000. The Faculty of Science has six of the top 10 individual NSERC operating grants at UW. The University, with the University of Guelph, has pooled its resources to offer programs in the Guelph Waterloo Centre for Graduate Work in Chemistry (GWC) and the Guelph Waterloo Program for Graduate Work in Physics (GWP). These programs are the strongest and largest such programs in Canada.

Candidates should have a proven record of scholarship, teaching and administration. Applications and nominations should be submitted by June 16, 1989, will be treated in confidence, should be accompanied by detailed curricula vitae and the names of three referees who are able to comment on administrative abilities as well as academic qualifications, and should be directed to:

Ms. R. Atwater-Hallatt
Assistant University Secretary
University Secretariat
University of Waterloo
Waterloo, Ontario
N2L 3G1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

Director of Libraries

The University of Western Ontario invites applications and nominations for the position of Director of Libraries.

The University Libraries comprise one of the largest university library systems in Canada, with a collection of 1.9 million catalogued volumes and more than 2.6 million items in other formats. The system provides support for a broad range of undergraduate, graduate, and professional programs through a central and six divisional and professional libraries. The Libraries have a staff of 306 and an annual budget of $13 million. A new Sciences Library of 66,000 GSF will be opened in 1991.

The Director of Libraries is responsible for the management and development of the collections; the provision of Library services; the management of the Library budgets and allocation of resources; the continued development of automated management and other computer-based information systems; the direction and development of staff; the planning of future library services; and the Libraries' participation in regional, national, and international cooperative efforts. The Director of Libraries reports to the Assistant Vice-President (Academic Services), and is an ex-officio member of the University Senate.

Applicants must have a professional qualification in librarianship. Advanced degrees in librarianship or other academic disciplines, or additional professional qualifications, would be desirable. The successful candidate will have a thorough familiarity with the operation of a modern academic research library; strong leadership and management skills at a senior administrative level and in a collegial environment; and a demonstrated ability to represent the Libraries persuasively within the University and externally. A firm grasp of the issues facing academic libraries and the trends that affect them is essential.

The appointment may be effective as early as July 1, 1989. Salary will be competitive. The Director of Libraries is appointed for a renewable term of five years, and will have a continuing appointment as a librarian. An academic appointment may be negotiated with qualified candidates. To be assured of full consideration, nominations and applications (including vitae and the names of three referees) should be submitted by May 30, 1989, to:

Dr. T.J. Collins, Provost and Vice-President (Academic)
Chairman of the Search Committee
Room 107, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario N6A 5B8

The UNIVERSITY of WESTERN ONTARIO

The University of Western Ontario offers equal employment opportunities to qualified male and female applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

University of Waterloo

The University of Waterloo invites applications and nominations for the position of Dean of the Faculty of Engineering

Candidates are sought for the position of Dean of the Faculty of Engineering. The appointment will commence on July 1, 1990, or as soon as possible thereafter, for a five-year term. The University's senior Faculty, Engineering pioneered co-operative education in Canada when it enrolled its first students in July, 1957. All undergraduate programs are on the co-operative system, in five departments: Chemical, Civil, Electrical, Mechanical and Systems Design. A program in Geological Engineering shares resources between Civil Engineering and Earth Sciences in the Faculty of Science. All disciplines offer Graduate programs leading to both the MASc and PhD degrees. The Department of Management Sciences offers graduate programs and degrees in Management Sciences. There are currently 165 full-time faculty members, more than 2,500 undergraduate students and 1,400 graduate students; total University enrolment is approximately 24,000. The Faculty has a distinguished record in research.

Candidates should have a proven record of scholarship, teaching and administration. Applications and nominations should be submitted by June 12, 1989, but the Committee's preference would be to receive applications and nominations as early as possible. Where possible, applications and nominations should be accompanied by detailed curricula vitae and the names of three referees, will be treated in confidence, and should be directed to:

Ms. R. Atwater-Hallatt
Assistant University Secretary
University Secretariat
University of Waterloo
Waterloo, Ontario
N2L 3G1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

SURGEON-IN-CHIEF
MOUNT SINAI HOSPITAL
TORONTO, ONTARIO

Mount Sinai Hospital, a 526-bed acute care, general teaching hospital, fully affiliated with the Faculty of Medicine, University of Toronto, requires a Surgeon-in-Chief.

The department of Surgery consists of four major divisions: General Surgery, Orthopaedic Surgery, Thoracic Surgery and Urology. There are 21 full-time staff surgeons and a complement of 147 active treatment beds. Clinical and research priorities include: Oncology and Transplantation. The Department has a very active undergraduate and postgraduate teaching program, and an active research program.

The successful candidate will have an F.R.C.S. (C) or equivalent, be eligible to practice medicine in Ontario; will be recognized as a skilled surgeon and an outstanding teacher; will have had a background in research, and be interested in and capable of furthering an existing, successful research program; will have superior leadership qualities and planning abilities, with previous experience in a senior administrative position.

The successful candidate would be eligible for a senior academic appointment.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications for this position will close May 31, 1989.

Interested candidates should forward their curriculum vitae to:

Chairmen
Search Committee for a Surgeon-in-Chief
Mount Sinai Hospital
c/o Room 341
600 University Avenue
Toronto, Ontario
M5G 1X5

ANTENNA RESEARCH

COMMUNICATIONS RESEARCH LABORATORY

An antenna research engineer is being sought to join a team which is carrying out research in the area of integrated phased array antennas. This research is being supported by the Telecommunications Research Institute of Ontario (TRIO). The individual that we are seeking will have a M.Sc. degree in Electrical Engineering or Physics and will have a demonstrated ability to carry out both theoretical and experimental microstrip phased array antenna design. Applicants should be well versed in antenna theory, phased array antenna design, numerical computational techniques , digital signal processing, antenna fabrication and measurement techniques, and be capable of designing microwave components, such as phase shifters, low-noise amplifiers, power dividers, beamforming networks, aperture coupling networks, etc. We are looking for an individual with a wide range of knowledge in microstrip antenna and microwave techniques who can provide leadership to other members of the research team, as well as being able to meet with and work closely with personnel from the industrial members of TRIO. Minimum salary: $ 31,000 per year.

Please send a resume with the names of two references by May 31, 1989 to: Mrs. S. Lucken, Personnel Administrator, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L8.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA

FACULTY OF ADMINISTRATION

The Faculty of Administration, University of Ottawa, invites applications for faculty positions from those with teaching and research interests in

- **Industrial Relations / Human Resource Management:** teaching in French required
- **Accounting:** needs in the areas of financial accounting, managerial accounting, auditing, taxation
- **Finance:** teaching in French required
- **Management Information Systems**
- **Marketing:** teaching in French required
- **Statistics**
- **Strategic Management:** teaching in French required

Tenure-track appointments require Ph.D. in hand or near completion. Applicants should have a strong commitment to teaching and must be able to demonstrate an ability to undertake research activities. Teaching duties are at the graduate and undergraduate level. Salary open to negotiation, commensurate with experience and qualifications. In accordance with Canadian Employment and Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Ottawa is an equal opportunity employer.

Send resumes to: Dr. Jeffrey B. Sidney, Chairperson, Recruiting Committee, Faculty of Administration, University of Ottawa, 136 Jean-Jacques Lussier, Ottawa, Ontario, K1N 6N5.

UNIVERSITÉ D'OTTAWA

FACULTÉ D'ADMINISTRATION

Le Faculté d'Administration de l'Université d'Ottawa est à la recherche de professeur(e)s dans les domaines suivants:

- **Relations industrielles / gestion des ressources humaines**
- **Comptabilité**
- **Finance**
- **Systèmes informatiques de gestion** (l'enseignement se fait en anglais)
- **Marketing**
- **Statistique** (l'enseignement se fait en anglais)
- **Gestion stratégique**

Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Le salaire sera établi en fonction des qualifications et étals de service. En plus de l'enseignement qu'ils (elles) doivent procurer aux niveaux des premier et deuxième cycle, les candidat(e)s seront également en mesure de démontrer une capacité d'entreprendre et de continuer des travaux de recherche. Conformément aux exigences de l'immigration canadienne, les demandes émanant de citoyen(ne)s canadien(ne)s ou d'immigrants reçus seront envisagées en priorité.

L'Université d'Ottawa a une politique d'égalité en matière d'emploi.

Faire parvenir votre curriculum vitae à M. Jeffrey B. Sidney, Directeur, comité du recrutement, Faculté d'Administration, Université d'Ottawa, 136 Jean-Jacques Lussier, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF OTAGO
DUNEDIN/NEW ZEALAND
CHAIR IN FINANCE

Applications are invited for the position of Professor of Finance in the Department of Accounting and Finance. Applicants should have appropriate doctoral qualifications and a record of excellence in published research and in undergraduate teaching. Experience in consulting and in executive education will be an asset.

This is a unique opportunity to lead further development of a strong centre for financial research as part of New Zealand's "Money Revolution". Location is Dunedin in beautiful natural surroundings close to sea and Southern Alps. Current salary range, which is subject to review, is $76,000-$95,000. For further information, contact **Professor Lyell McLean, University of Otago, P.O. Box 56, Dunedin, New Zealand. Formal applications, quoting reference number A89/14, including the names of three referees should be directed to the Registrar of the University prior to 31 July, 1989.**

Equal opportunity in Employment is University Policy.

FRENCH

St. Thomas University invites applications for one probationary appointment and one one-year sabbatical replacement appointment effective 01 July, 1989. The successful candidates will have a Ph.D or equivalent and native or near-native fluency in French; teaching expellence is a necessity. The successful candidates will be required to teach courses in the undergraduate programme in one or both of the following areas: French as a second language at all levels, continental French literature from the Middle Ages to the XXth Century. Applications, including curriculum vitae and the names of three academic referees, should be forwarded to **Prof. Jonathan Rohn, Chairperson, Department of Romance Languages, St. Thomas University, P.O. Box 4S59, Fredericton N.B., E3B 5G3.** Deadline for receipt of completed applications, 15 June 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permenent residents. St. Thomas University is an equal opportunity employer.

PHILOSOPHY

Applications are invited for a one-year, limited-term appointment in the Department of Philosophy at the rank of Assistant Professor, beginning July 1, 1989. Candidates must have a Ph.D.; preference will be given to those candidates acquainted with the Roman Catholic tradition in Philosophy, in general, and both medieval and contemporary Thomism, in particular, and who have demonstrated success at teaching undergraduates. The successful applicant will be expected to teach a section of introductory philosophy, moral philosophy, as well as something in the area of their specialty. Curriculum vitae, three letters of reference, and other supporting documentation should be sent to **Dr. Frank Cronin, Chair, Department of Philosophy, St. Thomas University, P.O. Box 4S89, Fredericton, N.B., E3B 5G3.**

Applications accepted until June 15, 1989. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

GENERAL SURGERY
TORONTO HOSPITAL

A Search Committee has been formed to appoint a Head of the Division of General Surgery at the Toronto Hospital. This newly created position will be responsible for the Division of General Surgery in the Toronto General and Toronto Western Hospitals. This will include clinical activity, research, undergraduate and postgraduate education, and long-range planning. The individual selected will be working closely with the Surgeon-in-Chief of the Toronto Hospital and the University Chairman of General Surgery in this planning process.

The individual selected will be expected to have an excellent reputation in clinical surgery, research and education, and have given evidence of leadership ability.

In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens or permanent residents. Applicants should send a letter and accompanying curriculum vitae to:

Dr. Alan R. Hudson,
Surgeon-in-Chief,
Toronto Hospital,
Gell Wing, 1-635,
200 Elizabeth Street,
Toronto, Ontario,
M5G 2C4.

Positions Available / Postes vacants

ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1989 or by arrangement. Appointments available until positions filled. Send resumes to Dr. J.R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

AGRICULTURAL ECONOMICS & BUSINESS

THE UNIVERSITY OF GUELPH invites applications for the position of Research Associate or Post Doctoral Fellow. This is a three-year position available immediately. The incumbent will assist in evaluating the effectiveness of generic advertising campaigns for major agricultural commodities in Canada. Qualifications: Applicants should have a minimum of a Ph.D. in agricultural economics or economics, with experience in econometric modelling and applied consumer theory. The salary will be $35-40,000 per year. Send a c.v. a description of professional interests, transcripts, and the names of three references to: Larry J. Martin, Ph.D., Professor and Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario, N1G 2W1. Position Available June 1, 1989. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity.

ANATOMY

UNIVERSITY OF SASKATCHEWAN. The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for a faculty appointment at the rank of Assistant Professor. Applicants should have post doctoral experience with a strong research program in any area of anatomical sciences; however research in functional anatomy is preferred. The successful candidate will be responsible for teaching gross and neuroanatomy to Physical Therapy students. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application, including curriculum vitae, names of three referees, and an outline of proposed research and previous teaching experience should be submitted to: Dr. G.D. Burkholder, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

ARCHITECTURE

UNIVERSITY OF MANITOBA. The Department of Landscape Architecture, University of Manitoba, invites applications for a new tenure track position at the rank of Assistant Professor. The Department offers a graduate program leading to the degree Master of Landscape Architecture, as well as instruction in a landscape architecture option to the undergraduate program in the Faculty of Architecture's Department of Environmental Studies. As well, the Faculty of Architecture offers a second undergraduate degree program in Interior Design and two additional graduate programs, one in Architecture and one in City Planning. The successful candidate for the position must possess a graduate degree, and at least one degree in landscape architecture. As well, a research record or, a demonstrated interest in research is required. Teaching duties will include design studio supervision, lecture course offerings, and graduate thesis supervision. The salary level for this position is competitive with major universities in North America and is available on or after July 1, 1989. Both women and men are encouraged to apply. In accordance with Canadian Immigration, priority will be given to Canadian citizens or permanent residents. Please direct inquiries and applications to Professor Carl R. Nelson, Jr., Acting Head, Department of Landscape Architecture, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2, on or before 1 June, 1989. Telephone (204)474-6418 FAX(204)269-6629.

ART

UNIVERSITY OF LETHBRIDGE. School of Fine Arts - Department of Art. Assistant Professor (Tenure-track, Photographic Artist). Qualifications: 1. Masters degree in art. 2. University teaching experience in photographic art with a preference for persons with skills in teaching art foundation courses and intermedia, video and/or computer art courses. 3. Exhibition/Research record indicative of commitment to the profession. Responsibilities: Instruction in all photographic processes and print-making, video and/or computer art. Salary Minima (1988-1989) $32,560. Effective Date July 1, 1989. Closing Date: May 31, 1989. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward curriculum vitae, list of publications and the names of three referees before June 30, 1989 to Dr. Grant McFadden, Department of Art, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4.

ART HISTORY

UNIVERSITY OF MANITOBA. The School of Art, University of Manitoba, invites applications for a Research/Study Leave replacement at the rank of Assistant Professor in Art History. Commitment to teaching is important. Ph.D. preferred. Requirements are for a specialist in the following areas: Chinese and Japanese (non-Western), Canadian Art, Art Theory and Criticism, Baroque, Contemporary Art. Other areas will be considered. Possibility for Intersession/Summer Session 1990: Introduction to Art. Both men and women are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. Applications accompanied by a detailed curriculum vitae and the names of three references should be addressed to: Professor R.C. Sakowski, Interim Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 by July 1, 1989.

ASTRONOMY

UNIVERSITY OF TORONTO. The Department of Astronomy, Erindale Campus, invites applications for a contractually limited Assistant Professorship (initial appointment two years, renewable for an additional three). Qualifications: Ph.D., strong research and teaching ability. Duties: undergraduate teaching on the Erindale Campus, graduate supervision and (possibly) teaching, and research in any field of astronomy/astrophysics. Starting date: September 1, 1989 (preferred) or January 1, 1990. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Send application, C.V. statement of research interests, and names of three referees to: Professor John R. Percy, Erindale Campus, University of Toronto, Mississauga, Ontario L5L 1C6 by June 1, 1989.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. New Group in Molecular Mechanisms of Growth Control. Applications are invited for up to five faculty positions at the assistant/associate professor level in the Faculty of Medicine to join a new group devoted to the study of eukaryotic growth control. Applicants should have a strong background in eukaryotic molecular biology and will be expected to develop a research programme that will complement and contribute to the overall research efforts of the group. The research focus of the new group will be a multidisciplinary approach to eukaryotic growth control and the following topics will be considered to be particularly relevant. Polypeptide growth factors and their receptors, intracellular signalling mechanisms, transcriptional regulation during mitogenesis, and oncogenes. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward curriculum vitae, list of publications and the names of three referees before June 30, 1989 to Dr. Grant McFadden, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2M7. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITE LAVAL. The Department of Biochemistry is looking for candidates for a full-time faculty position available from July 1st, 1989. The department is responsible for two undergraduate programs (biochemistry and microbiology) and two graduate programs. The department has two research groups: an oral ecology group (CRGB) and a group on molecular genetic (CRGM). Research activities of the CRGB include fundamental aspects of microbiology, biochemistry, immunology and molecular biology related to the pathogenic mechanisms of dental caries, periodontal diseases and oral candidosis. Members of the CRGM group have a common interest in the regulation of gene expression and gene evolution while studying a variety of biological systems. Applicants must hold a Ph.D. degree in microbiology or biochemistry and have at least one year of postdoctoral experience. The candidates must have a proven skill in written and oral French or be willing to acquire it within a year. The successful candidate (i) should preferably have an experience in one of the following fields: protein engineering, host-parasite interaction, virology, immunogenetic or membrane biology, ii) will be part of either one (or both) of the departmental group, and iii) will participate in the regular teaching of the department. Applicants should submit their curriculum vitae, a statement on how they will integrate themselves in the departmental research groups and arrange to have three letters of recommendation sent to: Denis Mayrand, Chairman, Department de biochimie, Faculte des sciences et de genie, Universite Laval, Quebec, Canada, G1K 7P4 (Tél.: (418) 656-3016, FAX: (418) 656-5902). Deadline for receipt of applications is June 15, 1989. In accordance with Canadian Immigration requirements, this advertisement is particularly directed to Canadian citizens and permanent residents. An equal opportunity employer (M/F).

UNIVERSITE LAVAL. Le Departement de biochimie, de la Faculte des sciences et de genie, est a la recherche de candidat(e)s pour pourvoir un poste régulier de professeur(e), a partir du 1er juillet 1989. Le departement est responsable de deux programmes de baccalauréat (biochimie et microbiologie), un certificat en génie générique et des programmes de maîtrise et doctorat de microbiologie et de biochimie. En recherche, le département privilégie le développement de deux groupes de recherche: le groupe de recherche en écologie buccale (GREB) et le centre de recherche en génétique moléculaire (CRGM). Les activités du GREB incluent plusieurs aspects fondamentaux de la microbiologie, biochimie, immunologie et biologie moléculaire liés à la pathogénèse de la carie dentaire, de maladies parodontales et de la candidose buccale. Les membres du CRGM ont, quant à eux, un intérêt commun dans la régulation de l'expression génétique et l'évolution des gènes, tout en étudiant un large spectre de systèmes biologiques. Les candidat(e)s devra posséder une connaissance suffisante de la langue française, écrite et parlée, ou en acquérir une maîtrise suffisante à brève échéance. Les candidat(e)s retenu(e)s (i) auront de préférence une expertise dans l'un des domaines suivants: génie des protéines, relations hôte-parasites, virologie, immunogénétique, ou biologie des membranes et, (ii) devront s'insérer dans l'un des deux groupes de recherche du département soit: le groupe de recherche en génétique moléculaire ou le groupe de recherche en écologie buccale, (iii) participeront à l'enseignement régulier du département. Les candidat(e)s doivent faire parvenir une copie de leur curriculum vitae, trois lettres de recommandation, de même qu'une brève explication indiquant comment ils (elles) envisagent s'insérer dans l'un ou l'autre groupe de recherche au département. Faire parvenir le tout avant le 15 juin 1989 à: Denis Mayrand, Directeur, Département de biochimie, Faculté des sciences et de génie, Pavillon Alexandre-Vachon, Université Laval, Québec, Canada, G1K 7P4, (Tél.: (418) 656-3016, FAX: (418) 656-5902). Conformément aux exigences relatives à l'immigration du Canada, ce poste s'adresse en priorité aux Canadiens ou aux immigrants reçus.

UNIVERSITY OF GUELPH. Biochemistry. A Research Associate is sought to participate in studies on the molecular basis for bacterial osmoregulation of the regulation of proline utilization in *Escherichia coli*. The successful candidate will possess a Ph.D. degree and relevant research experience. Relevant methodologies include protein purification, nucleic acid biochemistry, membrane biochemistry, redox enzymology, dynamic light scattering, fluorescence spectroscopy and radiotracer techniques. Salary will be commensurate with experience up to $35,000 per annum, including benefits. The appointment will be for a term of at least two years beginning before September, 1989. Enquiries should be submitted to Dr. Janet M. Wood, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario, Canada N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to Employment Equity.

SIMON FRASER UNIVERSITY. The Department of Chemistry of Simon Fraser University invites applications from Ph.D. biochemists for a position of Limited Term Assistant Professor. The successful candidate will be appointed for a term of one year commencing September 1, 1989 and be required to teach three senior level general biochemistry courses during two of the three semesters of the appointment. This position will be of interest to recent doctoral graduates interested in obtaining experience in senior undergraduate teaching and pursuing further research. Preference will be given to candidates that would establish research collaborations during their term with biochemistry faculty in the Department. Salary will be based on experience and be above a base rate of $30,000. In accordance with Canadian Immigration rules this advertisement is directed to Canadian citizens and landed immigrants. Please send curriculum vitae, names of three referees and an indication of research area preference to: Professor A.C. Oehlschlager, Chairman, Department of Chemistry, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Applications are due by June 30, 1989.

BIOLOGICAL SCIENCES

UNIVERSITY OF WINDSOR. Biological Sciences. Postdoctoral fellow or research associate to work on project investigating genome size evolution in invertebrates. Individuals with experience in cytogenetics or population genetics of aquatic invertebrates are particularly encouraged to apply. The position is available on July 1, 1989 for two years. Applicants should send a curriculum vitae, representative publications and request that two letters of reference be sent to Dr. P. Hebert, Department of Biological Sciences, University of Windsor, Windsor, Ontario, Canada N9B 3P4. The closing date for applications is June 15, 1989.

BIOMEDICAL SCIENCES

UNIVERSITY OF GUELPH. Research Associate required to work on the production of Bovine Embryos by the maturation and fertilization of oocytes in vitro, and their subsequent culture, manipulation and transfer, as part of a research program directed by Professor Keith Betteridge. One year term appointment, renewable as funding permits. Salary in the Canadian $20-30,000 range, according to experience. Applicants require a PhD, research training at the postdoctoral level, and demonstrated skills in bovine IVM, IVF and IVC. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to employment equity. Please forward applications, before June 1, 1989, to Dr. Keith Betteridge, Department of Biomedical Sciences, ABEL Building 165, University of Guelph, Guelph, Ontario, N1G 2W1.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in all fields of Business. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank are competitive and depend on qualifications. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. Jean-Louis Malouin, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open, July 1, 1989 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

CONCORDIA UNIVERSITY. The Department of Finance at Concordia University invites applications for tenure-track and visiting positions at the rank of Assistant, Associate and Full Professors. All areas of Finance will be considered. Teaching at undergraduate, MBA, M.Sc. and doctoral levels. Very strong research orientation. Terminal degrees for all ranks. Will consider advanced ABDs at Assistant Professor rank. Higher ranks require demonstrated evidence of research productivity. Faculty involvement in executive development programmes and cooperative programmes with industry are encouraged. Opportunity to join a highly productive and innovative Faculty. Salary and benefits very competitive. Applications are also invited for limited-term appointments at the rank of Lecturer. At least an MBA with relevant work experience is required. In accordance with the Canadian Immigration regulations this advertisement is directed at Canadian citizens, Landed Immigrants and persons otherwise qualified to work in Canada. Please contact M. Anvari, Ph.D., Professor and Chair, Department of Finance, Faculty

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CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1.

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of Commerce and Administration, Concordia University, Montreal, Quebec, H3G 1M8, (514) 848-2790 or 848-2789.

McMASTER UNIVERSITY, Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance, (iii) Information Systems; (iv) Production/Management Science, (v) Human Resources and Labour Relations. Rank of Assistant, Associate or Professor, depending on qualifications and experience, preferably at the Assistant or Associate level. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. All positions subject to budgetary approval. Applications should be sent to Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON, Faculty of Administration invites applications in Accounting, Finance, Human Resource Management, Marketing, Management Information Systems, Organizational Theory and Business and Society, Quantitative Methods. Qualification for tenure track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding an MBA degree. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1989 or January 1, 1990 as convenient. Successful candidates will teach in BBA, MBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. (Some positions are subject to budgetary allocation). Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

CHEMISTRY

THE UNIVERSITY OF BRITISH COLUMBIA, Department of Chemistry. Applications are invited for the position of Research Associate. The successful applicant must hold a Ph.D. degree in Chemistry or Physics and must have research experience in Statistical Mechanics and Nuclear Magnetic Resonance. The project involves theoretical and experimental studies of orientational order in mixtures of liquid crystals. The successful applicant will be required to develop theories of orientational order in nematic liquid crystals and to test them by performing nuclear magnetic resonance experiments. The appointment will commence September 1, 1989 and will be for three years. Salary Range. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address applications, including a curriculum vitae and three letters of reference to Professor Elliott Burnell, The University of British Columbia, Department of Chemistry, 2036 Main Mall, Vancouver, British Columbia V6T 1Y6. Closing date for applications is June 2, 1989.

THE UNIVERSITY OF WINDSOR, Great Lakes Institute, is searching for an analytical chemist, preferably with a Ph.D. and experience in GC/MSD technology. The candidate will be expected to develop analytical capabilities on the analysis of organic chemicals in aquatic environments. Research interests in new analytical techniques are encouraged. This position is available July 1, 1989. Applicants should submit their curriculum vitae and representative publications to Dr. P. Hebert, Great Lakes Institute, University of Windsor, Windsor, Ontario, N9B 3P4. Applicants should also arrange to have two letters of reference sent to Dr. Hebert. Application deadline is June 1, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Windsor is committed to equity in employment. Women are especially encouraged to apply.

CHEMISTRY / BIOCHEMISTRY

UNIVERSITY OF WINDSOR, Department of Chemistry and Biochemistry. Applications are invited for a tenure track Assistant Professorship starting July 1, 1989 or January 1, 1990. The area of interest in teaching and research is of less importance than the quality of the candidate and the potential to excel in both teaching and independent research. An interest in teaching quantum mechanics and research interests that would allow an interaction with ongoing research in the department, especially organic and/or organometallic chemistry would be an advantage but not a requirement. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. Letters of application, along with curriculum vitae, statement of research interests and the names and addresses of three referees should be sent no later than May 31, 1989 to: Dr. John Drake, Head, Department of Chemistry and Biochemistry, University of Windsor, Windsor, Ontario, Canada, N9B 3P4

CINEMA

CONCORDIA UNIVERSITY. The Department of Cinema of the Faculty of Fine Arts announces a probationary tenure-track position in Film Production at the starting rank of Assistant Professor, to begin with the academic year 1989-1990. Duties include full-time teaching responsibilities within our undergraduate Major and Specialization in Film Production, and a contribution to the administration of the programme and the department. The successful candidate will also be expected to maintain artistic productivity during the appointment. Teaching experience, e demonstrated interest in arts other than cinema, and bilingualism will all be considered assets as will such possible qualifications as expertise in relevant areas of Film Production, experimental cinema, etc. We are looking for a creative person and implied teacher-artist who will contribute to the further development of e leading university programme in Film Production in Canada. Curriculum vitae and inquiries should be addressed to Professor John Locke, Chair, Department of Cinema, MB 2S5, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. The deadline is one month after the date of this announcement, or as soon as the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CLASSICS

SAINT MARY'S UNIVERSITY, Department of Modern Languages and Classics invites applications for one sessional leave-replacement appointment in Classics from September 1, 1989 to May 31, 1990. Candidates must have at least the M.A. in Classics and teaching experience at the university level. The Department is seeking candidates to teach courses in Classical Mythology, Women in Antiquity, and the Epic and to perform some departmental duties. Ability to teach Modern Greek to undergraduates is a definite asset for this position. Salary according to qualifications and the Saint Mary's University Agreement. Candidates should ask three referees to send letters, and should forward a curriculum vitae to: Dr. Geraldine Thomas, Chairperson, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University offers opportunities to qualified members of equity groups. Women are particularly encouraged to apply. Deadline for applications is May 30, 1989.

McMASTER UNIVERSITY. The Department of Classics of McMaster University invites applications for a twelve-month contractually-limited junior appointment. Requirements are a Ph.D. and should be able to teach Greek, Latin, and Classical Civilization courses at the undergraduate level, with special expertise in History and Social Life. Salary is dependent upon qualifications; the minimum salary for an Assistant Professor in 1988/89 is $31,172. Applications, curriculum vitae, publications, and letters sent by three academic referees, should be addressed to: Dr. P. Kingston, Chairman, Department of Classics, Togo Salmon Hall 710, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. The appointment, subject to final budgetary approval, will be effective on September 1, 1989. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

COMPUTER SCIENCE

ACADIA UNIVERSITY. Jodrey School of Computer Science. Applications are invited for a tenure track faculty appointment in Computer Science beginning July 1, 1989. Duties include teaching, research, and the usual academic administrative affairs. Rank and salary will be commensurate with qualifications and experience. Candidates should have a Ph.D. in computer science or a related field. Send curriculum vitae and names and address of three referees to: Dr. L.H. Olivei, Director, Jodrey School of Computer Science, Acadia University, Wolfville, NS, B0P 1X0. For further information, write to the above address, phone (902)542-2201, or e-mail CSDEPT@ACADIA.bitnet. The position will be filled subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Female candidates are especially encouraged to apply. Letters of application, along with curriculum vitae, statement of research interests and the names and addresses of three referees should be sent no later than May 31, 1989 to: Dr. John Drake, Head, Department of Chemistry and Biochemistry, University of Windsor, Windsor, Ontario, Canada, N9B 3P4

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CINEMA

UNIVERSITY OF TORONTO. The Department of Electrical Engineering invites applications for a tenure stream Assistant Professor position available July 1, 1989. The primary areas of interest are Signal Processing and Communications. The position involves both research and teaching at the undergraduate and graduate levels. Applicants must have a doctoral degree in Electrical Engineering, an outstanding academic record and effective teaching ability. Applicants should send a resume, a statement concerning teaching and research interests, and a list of three references to: Professor Adel S. Sedra, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages both women and men to apply.

UNIVERSITY OF OTTAWA. Department of Electrical Engineering. Industrial Research Chair. The Ottawa Carleton Research Institute (OCRI), in collaboration with the Telecommunications Research Institute of Ontario (TRIO), BNR, Bell Canada, Digital Equipment of Canada Ltd., Gandalf Technologies Inc. and Leigh Instruments Ltd., is sponsoring an OCRI Industrial Research Chair in Real-Time Multimedia Distributed Database Systems subject to funding approval by the Natural Sciences and Engineering Research Council of Canada. The Chairholder will perform research in an area of strategic importance for Canada. The position is tenure-track and at the Full Professor level. Candidates should have a Ph.D. in Electrical or Computer Engineering, or Computer Science and at least five years experience in or with an industrial environment. Experience in research and development in relational database management systems, multimedia communications, distributed architectures, multimedia documents and interfaces is required. The candidate should present evidence of high scientific productivity and quality, e.g. through refereed publications or other indicators more appropriate to an industrial background. The University of Ottawa is the major bilingual University in Canada. The Department of Electrical Engineering has currently 22 full time professors, 9 adjunct professors, 321 undergraduate and 107 graduate students. The Chairholder will interact with the Multimedia Communications Research Group of the department, currently composed of 33 researchers, funded at an annual rate of $1 million and carrying leading-edge research in the area. An extensive Multimedia Communications laboratory is available. The Chairholder will be assisted by a research team and will interact with the industrial sponsors of the Chair. Employment equity is a University policy. In accordance with Canadian immigration laws, priority will be given to Canadian Citizens and landed immigrations. Others, however, are also encouraged to apply. Applications, including a detailed curriculum vitae and names of three references should be sent to: The Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5; Tel: (613)564-2495.

UNIVERSITE D'OTTAWA. Département de génie électrique. Chaire de recherche industrielle. L'Institut de recherches d'Ottawa-Carleton (IROC), en collaboration avec l'Institut de recherches en télécommunications de l'Ontario (IRTO), BNR, Bell Canada, Digital Equipment of Canada Ltd., Gendall Technologies Inc. et Leigh Instruments Ltd., parraine une Chaire de recherche industrielle IROC en Systèmes de bases de données réparties multimédias en temps réel sous réserve d'une autorisation de financement de la part du Conseil de recherches en sciences naturelles et en génie du Canada. Le titulaire ou la titulaire mènera des recherches dans un domaine d'importance stratégique pour le Canada. Il s'agit d'un poste menant à la permanence au niveau de professeur titulaire. Les candidat(e)s doivent s'appuyer sur un doctorat en génie électrique ou informatique, ou en ordinatique, et au moins cinq années d'expérience en milieu industriel. Il faut aussi de l'expérience en ce qui concerne la recherche et le développement des systèmes de gestion de bases de données relationnelles, les communications multimédias, les architectures réparties, les documents multimédias et les interfaces. Les candidats et candidates doivent manifester un niveau élevé de productivité et de qualité scientifique, notamment grâce à des publications évaluées ou autres indicateurs axés sur l'industrie. L'Université d'Ottawa est la principale université bilingue du Canada. Le Département de génie électrique compte actuellement un corps professoral de 22 membres à temps complet et de 9 auxiliaires et une population étudiante de 381 au premier cycle et de 107 aux études supérieures. Le ou la titulaire sera en contact avec le Groupe de recherches en communications multimédias du Département, qui compte 33 chercheurs et qui reçoit un million de dollars par année pour mener des recherches de pointe dans le domaine. Un important laboratoire de communications multimédias est en place. Le ou la titulaire recevra l'appui d'une équipe de recherche et communiquera avec les organismes qui parrainent la chaire. L'Université a une politique d'égalité en matière d'emploi. Conformément aux lois canadiennes sur l'immigration, la priorité est accordée aux personnes de citoyenneté canadienne et aux immigrantes et immigrants reçus. Les autres demandes sont néanmoins accueillies. Prière de faire parvenir la demande, accompagnée d'un curriculum vitae détaillé et de trois références, à l'adresse ci-dessous. Le directeur, Département de génie électrique, Université d'Ottawa, Ottawa, Canada, K1N 6N5; Tél. (613)564-2495.

QUEEN'S UNIVERSITY. The Department of Electrical Engineering, Queen's University is seeking candidates for appointment to tenure track faculty positions at the Assistant or Associate Professor level, effective July 1, 1989. Applications are invited from all areas of electrical engineering, but preference will be given to persons specializing in computer engineering, digital signal and image processing, fibre and integrated optics, robotics and VLSI. Duties include undergraduate and graduate teaching, establishment of a significant research program and participation in the Departmental activities. The Department offers undergraduate Electrical Engineering and Computer Engineering Options with an enrolment of over 300 undergraduates and 125 post-graduate students in the M.Sc. and Ph.D. programs. Currently there are 24 full-time Faculty members and several adjunct instructors. Applicants must hold a Ph.D. degree. Rank and salary are commensurate with qualifications and experience. Send a detailed career summary with names and addresses of three referees to: G.C.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: O-4-89. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. The Department of Electrical Engineering at the University of Saskatchewan invites applications for a temporary faculty position at the Lecturer level starting July 1, 1989. Candidates must have a minimum of a Master's degree in Electrical Engineering and a strong interest in undergraduate teaching. Background and interest in electronics and communications is preferred, but others may apply. Canadian citizens and permanent residents of Canada will be given preference. Applicants are invited to send a resume, a statement of teaching and research interests, visa status, and the names, addresses and phone numbers of three professional references to M.S. Sachdev, Head, Department of Electrical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF MANITOBA. The Department of Electrical Engineering, at the University of Manitoba is accepting applications for a tenure track faculty position in Computer Engineering. Rank and salary are open and commensurate with qualifications and experience. Duties include undergraduate and graduate teaching, significant research activities, graduate thesis supervision and some administrative duties. The department offers two B.Sc. degree programs: Electrical Engineering and Computer Engineering, with yearly enrollments of 80 and 40 respectively. In each four year degree program, it has a typical enrollment of 120 graduate students working for M.Eng., M.Sc. and Ph.D. degrees. Currently there are twenty-six (26) full-time faculty members and sixteen (16) adjunct professors. The candidates must have a doctorate (or equivalent) in Engineering, or Computer Science, demonstrated interest in teaching and research in the area of Software Engineering is desired. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Resumes, including the names and addresses of three references, should be addressed to: Dr. L. Shatal, Head, Department of Electrical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. Closing date for receipt of applications is July 1, 1989.

LAKEHEAD UNIVERSITY. School of Engineering. The Department of Civil Engineering invites applications for a probationary (tenure-track) faculty position from Civil Engineers with expertise in construction engineering. The successful candidate will be expected to teach effectively at the undergraduate level and have the interest and ability to conduct research in construction engineering. Applicants should hold a Ph.D. degree. This position is subject to final budgetary approval. To apply, send curriculum vitae and the names and addresses of three referees to Dr. Dianne L. Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

LAKEHEAD UNIVERSITY. School of Engineering. The Department of Mechanical Engineering invites applications for a probationary (tenure-track) faculty position from Industrial Engineers holding a Ph.D. The successful candidate will be expected to teach effectively at the undergraduate level and have the interest and ability to conduct research. This position is subject to final budgetary approval. To apply, send curriculum vitae and the names and addresses of three referees to Dr. Dianne L. Common, Dean of Professional Studies, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

UNIVERSITE D'OTTAWA/UNIVERSITY OF OTTAWA. Department of Chemical Engineering/Département de Génie Chimique. Applications are invited for a tenure-track position at the rank of Assistant Professor. The candidate must hold a Ph.D. in chemical engineering or closely related field, and the ability to be able to teach in both French and English would be a distinct advantage. Duties include teaching of undergraduate and graduate courses, research involving supervision of M.A.Sc. and Ph.D. students, and participation in departmental and university activities. Although experience in the areas of Process Control, Biotechnology, and/or Plant Design would be an asset, the actual field of research specialization is of less importance than the quality of the candidate. The University of Ottawa is particularly interested in attracting women candidates, and employment equity is university policy. In accordance with Canadian immigration requirements, this advertisement is directed in the first place to Canadian citizens and permanent residents. The Department hopes to be able to fill this position on July 1, 1989. Interested applicants should send their curriculum vitae, copies of academic transcripts, an outline of their research plans, and the names of three referees, to: Dr. G.I. Kelly, Chairman, Department of Chemical Engineering, University of Ottawa, Ottawa, Ontario K1N 6N5.

UNIVERSITY OF WATERLOO. Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointments and salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairmen, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ENGLISH

UNIVERSITY OF TORONTO. Dictionary of Old English. The Dictionary of Old English invites applications for an editor. The appointment is as Research Associate (an academic rank) for a term of 1 1/2 years, renewable pending funding. The position involves full-time research in writing entries for the Dictionary of Old English. Candidates should have a Ph.D. or equivalent thesis degree in Old English language and literature, with a concentration in Old English philology. A wide-ranging knowledge of the Old English corpus is required, and a solid background in Latin and the cognate Germanic languages is essential. Interest in linguistics, and in the use of the computer for lexicographical work would be assets. Candidates should have a record of high accomplishment and productivity and a demonstrated ability to work with others on a team project; they should take pleasure in detailed, meticulous work. The University offers an excellent benefits package, generous holidays throughout the year, and a month of paid vacation. The starting salary will be at the 1989-1990 floor for an assistant professor, $31,500 Canadian, or above, depending on experience. The starting date is January 1, 1990. Applications, accompanied by a full curriculum vitae and three letters of reference should be sent by July 1, 1989 to The Editors, Dictionary of Old English, Room 14285, Robarts Research Library, University of Toronto, Toronto, Ontario M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of English. 1. Title: Assistant Professor; probationary (tenure-track) or term appointment. 2: Qualifications: Ph.D. in English and a commitment to liberal education, undergraduate teaching, and scholarship. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The university aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The successful candidate will be expected to teach introductory and advanced courses in English, and to conduct research in areas of expertise. 4. Salary (1988-89): Assistant Professor $32,560 minimum. 5. Applications: Applicants should send a complete dossier and arrange to have three letters of reference forwarded to: Dr. Helen Hoy, Chair, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: 1 July 1989. 7. Closing Date: 1 June 1989.

L'UNIVERSITE DE MONTREAL, Département d'études anglaises, invites applications for a tenure-track position, rank to be determined by qualifications, to begin between June 1 and September 1, 1990. Candidates should have a Ph.D. in English with literary theory as field of specialization, and be qualified to teach literary theory at graduate and undergraduate levels, and to direct graduate research. A subsidiary interest in Canadian literature, 19th century British literature, or rhetoric and composition theory would be advantageous. Active research experience in upper-level undergraduate courses or higher is essential, as are publications in literary theory. Courses are taught in English, but a working knowledge of French is required, ability to lecture in French would be an advantage. Women candidates are strongly encouraged to apply. Candidates should send a curriculum vitae, transcripts, and the names of three references to Robert M. Browne, Directeur, Département d'études anglaises, Université de Montréal, C.P. 6128, succ. A, Montréal, Qué., H3C 3J7. Deadline for applications is October 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

LAKEHEAD UNIVERSITY. The Department of English, Lakehead University, invites applications for a probationary (tenure-track) position commencing July 1, 1989. Preferably, applicants will have completed a doctorate and have teaching experience in technical writing, business communications, or rhetoric and composition, or a combination of these. Related work experience in business and industry will be an asset. Salary will be commensurate with qualifications and experience. Applications, together with the names of three referees, a complete curriculum vitae, and a statement of teaching philosophy should be forwarded to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Employment Equity Employer.

TRENT UNIVERSITY: The Department of English will be making a tenure-track appointment at the Assistant Professor level, from July 1, 1990 subject to budgetary approval. Salary will be determined according to qualifications and experience, the minimum salary for an Assistant Professor as of July 1, 1989 will be $33,666. Applicants should have completed or nearly completed the Ph.D., demonstrated excellence in teaching and scholarship, and have experience in Literary/Critical Theory. Teaching duties will consist of three undergraduate courses including one or two of the Department's literary/critical theory courses. The University offers opportunities for participation in interdisciplinary programs at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women candidates are strongly encouraged to apply. All applications, accompanied by transcripts, representative publications, and a full curriculum vitae showing qualifications and previous experience and giving the names of at least three referees who have been asked to write on the candidate's behalf, should be sent to: Professor Orm Mitchell, Chair, Department of English, Trent University, Peterborough, Ontario K9J 7B8 before October 6, 1989.

FORESTRY

UNIVERSITY OF TORONTO. Forest Management. Assistant Professor. The Faculty of Forestry at the University of Toronto offers programs of study leading to the B.Sc.F., M.Sc.F. and Ph.D. degrees as well as a Diploma in Resource Management. Undergraduate and graduate teaching is focussed on forest management, forest biology and wood science and forest products. The Faculty is moving to the new Earth Sciences Centre this year. This Centre, which will house the Faculty of Forestry and the Departments of Botany and Geology, will provide a modern, integrated environment for research and teaching. Applications are invited for the position of Assistant Professor in Forest Management. This is a tenure-stream position subject to final University approval. The successful candidate will be responsible for undergraduate and graduate teaching in forest regulation and integrated resource management; graduate student supervision; and administrative duties. The Faculty is developing centres of strength in three areas of research - Forest Health; Forest Resource Management Systems; and Wood Protection. The successful candidate will be expected to undertake research related to Forest Health or Forest Resource Management Systems, and to cooperate actively with other academic staff. Applicants for this position should possess a Ph.D. in forest management and be familiar with modelling and Geographic Information System technology, as applied to forest management. Applicants should be registered professional foresters or have the professional qualifications for membership in a professional forestry association. Salary will be commensurate with the qualifications and experience of the successful candidate. The proposed appointment date is September 1, 1989. The University of Toronto encourages both women and men to apply for positions. Preference will be given to Canadian citizens and permanent residents. Interested and qualified individuals should submit their curriculum vitae and other relevant information. Three referees, who are acquainted with the work of the applicant, should be asked to forward letters of reference. The deadline for receipt of applications is June 15, 1989. All documentation should be submitted to: Dean J.R. Carlow, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

FRENCH

UNIVERSITE CONCORDIA. Département d'Etudes françaises. Professeur(e) de traduction. Le département d'Etudes françaises sollicite des candidatures pour un poste de professeur(e) adjoint(e) de traduction. Fonctions: enseignement de cours de traduction, participation à l'administration des programmes de traduction du département. Exigences: 1. Ph. D. ou l'équivalent, 2. Expérience dans la pratique et l'enseignement de la traduction littéraire. Rémunération et autres conditions selon convention collective; poste offert à partir du 1er juillet 1989 jusqu'au 31 mai 1990. Date de clôture des candidatures: 31 mai 1989. Prière d'envoyer son curriculum vitae et trois lettres de recommandation à Mme Martha Cary-Perron, directrice du Département d'Etudes françaises, Université Concordia, 1455, boul. de Maisonneuve O., Montréal, Québec, H3G 1M8. Conformément aux règlements canadiens de l'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Humanities and Langueges at the Saint John Campus of the University of New Brunswick invites applications for a tenure track appointment in French at the Assistant Professor level effective July 1, 1989 (subject to budgetary approval). The successful candidate will have a Ph.D. or equivalent and native or near-native fluency in French; teaching experience and publications will be an asset. The successful candidate will be required to teach undergraduate courses in French language and linguistics at the introductory and advanced levels. Opportunity exists for some involvement in the teaching and supervision of graduate students. Applications, including curriculum vitae and the names of three academic referees will be accepted until the position is filled and should be addressed to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. The Department of French, Italian and Spanish at Brock University invites applications for one 12-month appointment in French at the Senior Lecturer rank, with strong possibility of renewal, commencing July 1, 1989. The M.A. degree, proven competence in undergraduate teaching of French as a second language, and native or near-native fluency in French are required. Of particular interest are candidates with expertise in one or more of the following areas: African and Caribbean French literature, French-Canadian literature, Feminist literature. Send curriculum vitae, and arrange to have three letters of recommendation sent to Professor Ernesto Virgulti, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1. Closing date for the receipt of applications is May 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

BROCK UNIVERSITY. The Department of French, Italian and Spanish at Brock University invites applications for one 12-month appointment in French at the Lecturer or Assistant Professor rank, commencing July 1, 1989. The M.A. degree, proven competence in undergraduate teaching of French as a second language, and native or near-native fluency in French are required. Of particular interest are candidates with expertise in one or more of the following areas: French linguistics, applied linguistics, translation, computer-assisted language learning. Send curriculum vitae, and arrange to have three letters of recommendation sent to Professor Ernesto Virgulti, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1. Closing date for the receipt of applications is May 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

BROCK UNIVERSITY. The Department of French, Italian and Spanish at Brock University invites applications for a 12-month sabbatical leave replacement appointment in French at the Lecturer or Assistant Professor rank, commencing July 1, 1989. Minimum academic requirements are the M.A. (for appointment as Lecturer) or the Ph.D. (for appointment as Assistant Professor). Proven competence in undergraduate teaching of French as a second language and native or near-native fluency in French are required. Of particular interest are candidates with expertise in one or more of the following areas: French linguistics, applied linguistics, translation, computer-assisted language learning. Send curriculum vitae, and arrange to have three letters of recommendation sent to Professor Ernesto Virgulti, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1. Closing date for the receipt of applications is May 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

UNIVERSITY OF SASKATCHEWAN. The Department of French and Spanish at the University of Saskatchewan invites applications for a tenure-track position at the Assistant Professor rank and a ten-month limited term appointment at the Instructor rank. Candidates should have a good background in one of the following fields: French-Canadian literature and civilization, French language and applied linguistics, translation and composition. The doctorate is required for the tenure track position. Candidates should forward a letter of application and a directed to Canadian citizens and permanent residents.

detailed curriculum vitae, and should ask three references to send confidential letters of recommendation directly to the Depait-ment. Candidates will be informed once their file is complete. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent resi-dents. Profes-sor C. Wittlin, Department of French and Spanish, University of Saskatchewan, Saskatoon, S7N 0W0.

UNIVERSITE DE LA SASKATCNEWAN. Le Dépaitement de français et d'espagnol de l'Université de la Saskatchewan met en concours un poste au rang de professeur(e) adjoint(e) menant à la permanence et un poste au rang de "lecturer" limité à dix mois. Les candidat(e)s doivent avoir une bonne formation dans un des domaines suivants. littérature et civilisation du Canada français, linguistique et enseignement du français langue seconde, traduction et composition. Le Doctorat est un prérequis pour le poste menant à la permanence Les candidat(e)s sont prié(e)s d'envoyer leur demande d'emploi avec un curriculum vitae détaillé, et de faire parvenir trois lettres d'appréciation directement au département. Le département se mettie en contact avec les candidat(e)s une fois leu dossier complet. En conformité avec les exigences de le loi canadienne, cette annonce s'adiesse aux citoyen(ne)s canadien(ne)s et aux résidents permanents Monsieu C. Wittlin, directeu, Département de français et d'espagnol, Université de la Saskatchewan, Saskatoon, S7N 0W0.

UNIVERSITY OF WATERLDO. Le Dépertement de français de l'Université de Waterloo recherche un professeur(e) en linguistique pour occuper un poste à plein temps menant à la permanence à partir du mois de septembre 1989. Le titulai ai ce poste aura le rang de professeu(e) adjoint(e). Les candidat(e)s doivent posséder une excellente maîtrise de la langue française. Les intéressés sont priés de faire parvenii leu candidature accompagnée d'un curriculum vitae à M. Pierre H. Dubé, directeur intérimaire du Département de français, University of Waterloo, Waterloo (Ontario), N2L 3G1. Conformément aux exigences prescrites en matière d'immigration eu Canada, cet avis de concours s'adresse en priorité aux citoyens canadiens et aux résidents du Canada L'Université de Waterloo cherche, dans la mesure du possible, à pourvoi ses postes vacants de candidat(e)s ayant récemment termine leur Ph.D. et au rang de professeur(e) adjoint(e). Les candidatures de femmes sont surtout les bienvenues Chances d'embauche égales pou tous.

GENETICS

UNIVERSITY OF ALBERTA. Department of Genetics. Assistant Professor. Applications are invited for a tenure-track position in the Department of Genetics. We are seeking a yeast molecular geneticist, although excellent candidates in other areas of genetics will be considered seriously. Candidates should have a Ph.D. and relevant post-doctoral research experience. The appointee will establish a vigorous independent research program and teach basic genetics as well as advanced molecular genetics. The appointment would commence September 1, 1989 or January 1, 1990 or thereafter. Salary will be commensuiate with experience; the Assistant Professor range is currently $33,144 - $47,280. Candidates should send a curriculum vitae, reprints of several research publications, e one-page statement of future research interests, and the names and addresses of three academic referees to: Dr. Frank E. Nargang; Chairman, Search Committee; Department of Genetics, University of Alberta; Edmonton, Alberta, T6G 2E9; Canada. The closing date for applications is June 30, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment.

GEOGRAPHY

UNIVERSITY OF MANITOBA. Department of Geography. A two-year term position is available effective 1/July/1989 subject to budgetary approval. Lecturer or Assistant Professor. Specialities open. Teaching duties to include introductory physical and/or human geography and advenced level courses in areas of specialization. Teaching experience is desirable. Evidence of research accomplishment or outstanding research potential is essential. Ph.D. required for Assistant Professor level. Maximum teaching load is 9 hours. Lecturer salary floor $23,636. Assistant Professor salary floor $30,422. Applications are to include letter of interest, rasume and three letters of reference. Both women and men are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. Application deadlina 1/June/1989. Applications to Dr. W. Norton, Head, Departmeni of Geography, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

McGILL UNIVERSITY. A tenuie-track position as Assistant Professor in economic or social geogiaphy, three-year contiact commencing 1 August 1989 or 1 January 1990. Ph.D essentiel, with strong background in geographical theory, to complement present stiengths of the department and contribute to graduate program as well as undergiaduate teaching. Welcome specialized compe-tence in a field such as regional or international development, economics of environment and renewable resources, studies in population or social policy. Salary $C35,000. Apply (curriculum vitae and names of three referees) to S. Olson, Chaiiman, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, May 30, 1989. Inquiries tel. 514-398-4112. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to citizens and permanent residents of Canada.

ATHABASCA UNIVERSITY. Earth Science. The Faculty of Aits and Science at Athabasca University is recruiting to a tenure track appointment at the Assistant Professor level in Earth Sciences. Candidates with research and teaching experience in geology or physical geo-giaphy to complement our existing offerings in these areas are encouraged to apply. The successful candidate will be expected to prepare undergiaduate courses for delivery by home study, teleconference, interactive learning or seminai modes. Candidates are expected to hold a Ph.D. in either geology or physical geogiaphy. Athabasca University is Canada's leading open university and is located 150 kilometres north of Edmonton. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. An attiactive benefits package is offered and the 1988-89 salary range for the Assistant Professor category is $34,293 - $46,602 per annum. The closing date for applications is May 31, 1989. Applicants should submit a full curriculum vitae with samples of wiiiten work to: Director, Human Resources, Athabasca University, Box 10,000, Athabasca, AB, T0G 2R0.

UNIVERSITY OF ALBERTA. Department of Geography. Applications are invited for appointment at the level of Professor for a senior experienced scholar in Climatology who can piovide leadership in the field of global environmental change. Ancillary interests in meteorology and remote sensing would be an asset. Salary from $59,858. Applications with curriculum vitae and names of three referees should be submitted to: Dr. M.J. Hodgson, Department of Geography, University of Alberta, Edmonton, Alberta, T6G 2H4, before May 31, 1989. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and perm-anent residents. The University of Alberta is committed to the principle of equity in employment.

GEOLOGY

UNIVERSITY OF REGINA. Organic petrologist/geochemist. The Department of Geology at the University of Regina invites applications for a position at the Assistant Professor level beginning July 1, 1989, or as soon as possible thereafter. Applicants should have a Ph.D. or equivalent. Successful candidates will conduct research within the Energy Research Unit and the Department of Geology and will be expected to supervise graduate students. Duties include under-graduate teaching in general geology, paleontology or historical geology, coal geology and some aspects of petroleum geology. The position is a three-quarters tenure-track in Geology supplemented by a one-quarter contract-supported position in the Energy Research Unit. Provided performance is satisfactory, the contract-supported portion is guaranteed for five years. The well equipped laboratory facilities in the Energy Research Unit has optical microscopes with ultra-violet scanning, automated polishing equipment, and micro-FTIR. The Geology Department has a modern XRF facility and cathode luminescence equipment. Salary will commensurate with qualifications and experience. Applications should indicate research interests and include an updated resume and the names of three referees. Inquiries and applications to: Dr. L.W. Vigiass, Head, Department of Geology, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2; Tel. (306) 585-4571, Fax: (308) 586-9862. In the first instance, preference will be given to Canadian citizens and permanent resi-dents as required by Canadian law. Closing date for applications is June 15, 1989.

ST. FRANCIS XAVIER UNIVERSITY. The Department of Geology of St. Francis Xavier University invites applications for a one-year sabbatical replacement position starting January 1, 1990. Responsibilities include teaching half-courses with laboratories in paleontology, geomorphol-ogy, stratigraphy and sedimentology. Rank and salary will be commensurate with qualifications. The closing date for receipt of applications is July 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, and the names, addresses and telephone numbers of those referees to: Dr. B. Murphy, Chair, Department of Geology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

ATHABASCA UNIVERSITY. Earth Science. The Faculty of Arts and Science at Athabasca University is recruiting to a tenure track appointment at the Assistant Professor level in Earth Sciences. Candidates with research and teaching experience in geology or physical geography to complement our existing offerings in these areas are encouraged to apply. The successful candidate will be expected to prepare undergiaduate courses for delivery by home study, teleconference, interactive learning or seminai modes. Candidates are expected to hold a Ph.D. in either geology or physical geography. Athabasca University is Canada's leading open university and is located 150 kilometres north of Edmonton. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. An attiactive benefits package is offered and the 1988-89 salary range for the Assistant Professor category is $34,293 - $46,602 per annum. The closing date for applications is May 31, 1989. Applicants should submit a full curriculum vitae with samples of wiiiten work to: Director, Human Resources, Athabasca University, Box 10,000, Athabasca, AB, T0G 2R0.

HISTORY

UNIVERSITY OF MANITOBA. The Department of Nistoiy, University of Manitoba, invites applications for three nine-month sessional positions (Sept. 1989 - May 31, 1990) at the rank of Assistant Professor. The first position is in post-Civil War United States history with teaching responsibility for a survey course and two 20th century American courses. The second position is in Canadian history with teaching responsibilities in two sections of the survey and one course on post-1921 Canada. The third position involves teaching two sections of the second year level methodology course and one third year course on contemporary world history. The Department is particularly interested in the inclusion of topics in women's history in the above courses. Applicants with a completed Ph.D., successful teaching experience and research publications are strongly pieferred. Salary: $23,500 for 9 months Both women and men are encouraged to apply In accordance with Canada Immigration Policy will be given to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor E.C. Moulton, Head, Department of History, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is June 1, 1989.

SIMON FRASER UNIVERSITY. Applications are invited for an 8 months position as a Visiting Assistant Professor in Canadian history, commencing 1 September 1989. The successful applicant will be expected to teach one upper level seminar and one lower level lecture course. Pieferred qualifications include e Ph.D., publications, and evidence of successful university teaching. This position offers equal opportunity to qualified female and male applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Appiicants should provide a curriculum vitae and arrange for three letters of reference to be sent to Charles Hamilton, Chair, Department of History, Simon Fraser University, Burnaby, BC V5A 1S6.

IMMUNOLOGY

DALHOUSIE UNIVERSITY. Department of Pediatrics. Applications are invited from M.D. or Ph.Q. Immunologists for a full time tenure track research and teaching position. The applicant will be expected to develop an independent complementary research program and would join two established Immunologists studying the mechanisms of inflammation and cell-cell interactions. Potential for collaboration with infectious Disease researchers, Rheumatology or Medical Oncology/Oncology are desirable. Rank will be commensurate with seniority. Applications accompanied by a Curriculum Vitae, names of references, and a brief research outline should ba directed to: Dr. Andrew C. Issekutz, Infection and Immunology Research Laboratory, Izaak Walton Killam Hospital for Children, 5850 University Avenue, Halifax, Nova Scotia, B3J 3G9, Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff and in accordance with Canadian immigration requirements this is directed al Canadian citizens and permanent residents.

SHRINERS HOSPITAL FOR CRIPPLED CHILDREN. Immunologist/ Autoimmunity to Cartilage. A vacancy exists for an immunologist to join a research group to work on immunity to cartilage protoeglycan in arthritis in humans and animals. The applicant should have an M.D. and/or Ph.D. degiee with at least 5 years post-doctoral experience including detailed knowledge of cellular immunity to and the immunogenetics of immunity to cartilage, collagen and/or proteoglycan. The successful applicant will be considered for appointmeni as Assistant Professor (Indefinite term) in the Department of Surgery, McGill University at a salary of $37,00 Canadian per annum, in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada All applications with the names of three referees should be sent to Dr. A.R. Poole, Director, Joint Diseases Laboratory Shriners Hospital for Crippled Children, 1529 Cedai Avenue, Montreal, Quebec, H3G 1A6, Canada.

INDONESIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA. Assistant Professorship in Modern Indonesian Studies. The Institute of Asian Research at the University of British Columbia has received funding over a three-year period for a post in Southeast Asian Studies in the field of modern Indonesian politics, sociology, anthropology, economics, or geography. This appointment is funded under a Ford Foundation grant to the Northwest Regional Consortium for Southeast Asian Studies, made up of The University of Washington, The University of Oregon, and The University of British Columbia. The level of appointment will be at the Assistant Professor level. The initial appointment is for one year, renewable annually subject to funding Applicants will be expected to have a proven record of research on Indonesia, to assist the Director of the Institute of Asian Research in the programmes of the Northwest Consortium for Southeast Asian Studies, and be prepared to undertake some teaching at the graduate or undergiaduate level. Candidates will be expected to have Indonesian language skills, a strong research record, and contacts with Indonesian institutions Ph.D. required. Applications and requests for further information should be sent to Dr. C.J. McGee, Chairman, Search Committee for Appointment in Modern Southeast Asian Studies, The Institute of Asian Research, The University of British Columbia, Vancouver, BC, V6T 1W5 (telephone: (604) 228-4686). Applicants should send a pesional resume, names of three referees and three research publications Salary commensurate with experience. The appointment will commence on September 1, 1989. Application deadline: June 15 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. UBC offers equal opportunity for employment to male and female candidates.

INTERNAL MEDICINE

McMASTER UNIVERSITY. CIBA-GEIGY Research Professorship in Neurodegenerative Diseases. Location: McMaster University Faculty of Health Sciences with primary appointment in the Department of Medicine, Psychiatry, Clinical Epidemiology and Biostatistics, or Biomedical Sciences. Rank: Associate or Full Professor. Qualifications: Qualified candidates will possess a MD with subsequent specialty qualifications in psychiatry, internal medicine, clinical pharmacology, or clinical epidemiology, or completion of a postgraduate degree in a relevant biomedical science. Under exceptional circumstances, applications from non-MD scientists will be considered. The successful candidate will be an established independent investigator with an interest in the investigation and/or treatment of neurodegenerative diseases with cognitive impairment. The successful candidate will have an opportunity to work as part of a multi-disciplinary group focused on the pharmacologic treatment of neurodegenerative diseases, and must have a proven record of success in a multi-disciplinary research programme. Expertise in the evaluation of methods applied to neurocognitive assessment will be especially valuable. Salary: Salary will be appropriate to experience, rank and involvement in clinical activities. Closing Date: June 30, 1989. Interested applicants should apply in writing, enclosing a curriculum vitae with the names and addresses of three referees to: Dr. Stuart M. MacLeod, Dean, Faculty of Health Sciences, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

BRDCK UNIVERSITY. The Departmeni of French, Italian and Spenish invites applications for a 10-month sabbatical leave replacement appointment in Italian at the Lecturer rank, commencing July 1, 1989. The M.A. or Ph.D. degree, native or near-native fluency in Italian and proven competence in undergraduate teaching of the Italian language at various levels are required. Send curriculum vitae, and arrange to heve three letters of recommendation sent to Professor Ernesto Virgulli, Chair, Department of French, Italian and Spanish, Brock University, St. Cathaiines, Ontario L2S 3A1. Closing date for the receipt of applications is May 30, 1989 In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

LAW

THE UNIVERSITY OF BRITISH COLUMBIA. The Faculty of Law of the University of British Columbia invites applications for a tenure-track Faculty appointment. The expected starting date for the appointment is 1 July 1990. Preference will be given to candidates with expertise in the fields of constitutional law and administrative law. The appointment will be at the Assistant or Associate Professor level, with salary to be commensurate with qualifications and experience. Bachelor's and Master's degrees in law would ordinarily be a minimum qualification. Experience in or potential for teaching will also be taken into account. Candidates should send an application and a curriculum vitae, to be received no later than 31 October 1989 to: Prof. J. Blom, Secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouvai, B.C., V6T 1Y1 Since U.B.C. is committed to excellence and employment equity, it strongly encourages applications from all qualified men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary confirmation.

UNIVERSITY OF ALBERTA. The Fecuity of Law at the University of Alberta invites applications for two tenure track or tenure positions to be filled effective July 1st, 1989 or 1990. The Faculty is particularly seeking candidates who would be interested in teaching and research in the areas of Intellectual Property and Communications Law, Native Studies, Commercial Law, or Natural Resources and Environmental Law Requirements: A graduate degree or equivalent experience. Deadline: May 31, 1989. Apply to: Dean Timothy J. Christian, Room 485, Law Centre, University of Alberta, Edmonton, Alberta T6G 2H5; Telephone: (403)492-5590 FAX: 492-4924 The University of Alberta is committed to the principle of equity in employment, but in accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified female applicants are particularly encouraged to apply.

LEGAL STUDIES

LA TROBE UNIVERSITY, MELBOURNE, AUSTRALIA. Chair of Legal Studies. Applications are invited for a Chair of Legal Studies in the Department of Legal Studies. This vacancy is consequent upon the recent resignation of Professor A.R. Blackshield to take up the position of Law at Macquaire University. A further chair in the Department is occupied by Professor W.G. Carson, whose areas of expertise include criminology, the sociology of law, and the social history of law It is the Department's plan to advertise a third chair in the general field of law and economic - sociology, and the present vacancy is filled. Currently comprising 40 academic staff, the Department of Legal Studies is located in La Trobe's School of Social Sciences. It is the leading centie of socio-legal research and teaching in Australie The Department does not prepare students for legal practice and its focus is primarily on law and legal institutions as part of the wider social order, rather than on law as a separate discipline. Accordingly its orientation is multidisciplinary, with individual subjects drawing upon the insights of a wide variety of fields — sociology, political science, philosophy, history, economics, psychology, anthropology — so far as they can illuminate particular aspects of the interrelationship between law and society. This approach is embodied both in a wide-ranging undergraduate curriculum and in postgraduate coursework programe in Criminological Studies and in Policy and Law. The Department also supervises postgraduate students by research at MA and PhD levels. Candidates for this Chali must have a record of research excellence in socio-legal scholarship. They must be able to demonstrate a capacity to take an innovative and critical approach to the analysis of law, and to engage with and debate orthodox legal scholarship in their field. The University reserves tha right not to make an appointment or to make an appointment by invitation. Salary: $A63,397 Further information can ba obtained from Mr. C.J. Arup, Chairperson of the Department of Legal Studies (telephone +61-3-479.2755) or from the Manager, Staffing and Secretarial (telephone +61-3-479.2026). Applications should quote reference number 150-0-351 and include a curriculum vitea and the names and eddresses of three referees. The application, marked 'In Confidence', should be forwarded to the Manager, Staffing and Secretarial, La Trobe University, Bundoora, Victoria, 3083, Australie by 31 July 1989. Equal Opportunity is University Policy

LIBERAL ARTS

CONCORDIA UNIVERSITY'S Liberal Arts College is looking for a Visiting Professor, limited term appointment (1 August 1989 to 31 May 1990) to teach in its compulsory Great Books Curriculum. Applicants should be familiar with the major literary, philosophical and religious texts in Western Society and Culture, from antiquity to the twentieth century. Established record of publications and Ph.D. are required, as well as experience in teaching in a Great Books program. The successful applicant will also be required to teach a graduate course in the Department of English. Applications and letters of recommendation will be received until 31 May 1989 and should be forwarded to Professor Hanspeter Stallman, Principal, Liberal Arts College, Concordia University, 1455 de Meisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

LIBRARY & INFORMATION STUDIES

DALHOUSIE UNIVERSITY. The School of Library and Information Studies, Dalhousie University invites applications for a full-time, tenure track position of Assistant Professor with expertise in systems analysis, management of database systems, and one or more of the following areas: database design, advanced online searching, and records management. The School has a limited enrollment programme (65 students) offering e two-year MLIS degree Located in the Faculty of Management, the School provides excellent opportunities for interdisciplinary teaching and research. Qualifications preferred: Ph.D. plus successful teaching and/or professional experience. The person sought should have a humanistic approach to library and information studies and be able to work with an innovative, integrated curriculum. Starting date negotiable between July and September 1989. Salary determined by Collective Agreement. Scale for 1989-90 is $32,666 to $46,557). Applications complete with resmue and names of three referees should be sent by 31st May 1989 to Di. Mary Dykstra, Director, School of Library and Information Studies, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4H8. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff. In accordance with immigration require-ments, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

LINGUISTICS

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Modern Languages. Linguistics. 1. Title: Assistant Professor; probationary (tenure-track) appointment. 2. Qualifications: Ph.D. in Linguistics, and teaching experience in both Linguistics and French language courses. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada The university aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The successful candidate will be expected to teach introductory and intermediate courses in Linguistics and French, and to conduct research in areas of expertise. 4. Salary ($1988-89): Assistant Professor $32,560 minimum. 5. Applications: Applicants should send a complete dossier and arrange to have three letters of reference forwarded to: Dr. Timothy F. Pope, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: 1 July 1989. 7. Closing Date: 1 June 1989

MANAGEMENT

UNIVERSITY COLLEGE OF CAPE BRETON. Teaching Position - B.B.A. Program. Applications are invited for a one-year full-time appointment with the Department of Managament and Administration. Thara will be the possibiltiy of

renewal for one extra year. The successful candidate should have a Ph.D. in Management or an equivalent combination of training and experience. Candidates should also have a strong interest in teaching business at the undergraduate level. Applicants should submit their C.V.'s and the names of three referees by June 1st, 1989, to Prof. Harvey Johnstone, Chairman, Department of Management and Administration, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2.

MATHEMATICS & STATISTICS

ATHABASCA UNIVERSITY. Mathematics. The Faculty of Arts and Science at Athabasca University is recruiting to a tenure track appointment at the Assistant Professor level in Mathematics. In addition to contributing to curriculum planning for a B.Sc. program, the incumbent will be responsible for developing and delivering a number of mathematics courses, and for carrying out an active research program. Candidates should possess or be completing a Ph.D. in mathematics with a specialization in one or more of the following: applied mathematics, combinetorics, number theory, functional analysis, differential equations. Experience in adult, distance, or community based post secondary education will be a distinct asset. Athabasca University is Canada's leading open university and is located 150 kilometres north of Edmonton. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. An attractive benefits package is offered and the 1988-89 salary range for the Assistant Professor category is $34,293 - $46,602 per annum. The closing date for applications is May 31, 1989. Applicants should submit a full curriculum vitae with samples of written work to: Director, Human Resources, Athabasca University, Box 10,000, Athabasca, AB, T0G 2R0.

UNIVERSITE LAVAL. Poste d'Aide(e) de recherche en mathématiques numériques. Le Centre de recherche en sciences et en ingénierie des molécules (CERSIM) et le Département de mathématiques et de statistique sollicitent des candidatures pour un poste d'attaché(e) de recherche pour une durée possible de 3 ans débutant ou plus tard le 1er septembre 1989. Ce poste d'attaché(e) de recherche pourra être intégré au Département de mathématiques et de statistique. La personne retenue: fera de la recherche portant sur la simulation numérique des écoulements de polymères et ce, dans le cadre d'une action structurante, contribuera à la direction d'étudiant(e)s des 2ème et 3ème cycles. La personne intéressée doit: détenir un doctorat en mathématiques ou un diplôme jugé équivalent avec spécialisation en résolution numérique des équations aux dérivées partielles par la méthode des éléments finis; manifester de l'intérêt pour la recherche multidisciplinaire et le travail d'équipe. Dans la perspective d'une intégration au Département de mathématiques de statistiques, les qualités d'enseignant de la personne intéressée et ses capacités à s'exprimer en français seront prises en considération. On recevra aussi les candidatures de personnes possédant un doctorat dans une discipline autre que les mathématiques. Ces personnes ne seraient pas cependant intégrables au département de mathématiques et de statistique. Conformément aux exigences relatives à l'immigration au Canada, cet avis de concours s'adresse en premier lieu aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada. Le curriculum vitae doit parvenir avant le 30 mai 1989 à l'adresse suivante. Robert Côté, Département de mathématiques et de statistique, Faculté des sciences et de génie, Université Laval, Québec, G1K 7P4.

UNIVERSITE LAVAL. Raseerch Associate in Numerical Analysis. Applications are being sheltered for a position as Research Associate with the CERSIM and the Department of Mathematics and Statistics, commencing on or before September 1, 1989. The position is expected to be funded for a three-year term and may lead to a tenure-track appointment with the Department. Duties involve: research on numerical simulation of polymeric flow; supervision of graduate students. Applicants must have: a Ph.D. in Mathematics, or equivalent, in the area of numerical solution of partial differential equations by the finite elements method; a demonstrated interest for team work in a multidisciplinary research environment. To be considered for a tenure-track position in the Department, the successful candidate should hold a Ph.D. degree in the Mathematical Sciences and have competence in teaching in the French language. Candidates with Ph.D. degrees in other areas than Mathematics will be considered for the Research Associate position only. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and landed immigrants. Please send all material to: Robert Côté, Département de mathématiques et de statistique, Faculté des sciences et de génie, Université Laval, Québec, G1K 7P4. The closing date for applications is May 30, 1989.

UNIVERSITY OF WATERLOO. Applied Mathematics. Applications are invited for a 3 year definite term appointment at the Assistant Professor level in the Department of Applied Mathematics at the University of Waterloo, for a term beginning September 1, 1989. Although this appointment is for three years only, the department expects to have openings for tenure track appointments during that period. Applicants should have out-standing research ability and a strong mathematical background, with research interests in the area of theoretical and computational fluid dynamics. Resume and three letters of recommendation should be sent to B. Forte, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Deadline for applications: May 31, 1989 or until the position is filled. This advertisement is directed to citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Equal Equity Employer.

UNIVERSITY OF WATERLOO. Department of Statistics & Actuarial Science. Applications are being accepted for the position of Research Assistant Professor in statistics. This position is a three year contractually limited position and funded in part from the Institute for Improvement and Quality and Productivity at the University of Waterloo. The successful candidate will have an active and productive research program in an area of industrial statistics, preferably in experimental design and/or reliability. Experience with consulting and teaching in an industrial setting is a definite asset. Duties will include some undergraduate and graduate teaching in the Department, some teaching and consulting in the IIQP, and the development of a strong independent research program. The position would be effective January 1, 1990. Send curriculum vitae and names of three referees to J.D Kalbfleisch, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1. The closing date for applications is June 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Equal Equity Employer.

MEDICINE

UNIVERSITY OF SASKATCHEWAN. Ovarian Physiologist Assistant Professor with term to establish independent research on follicle/oocyte development, IVF. Post-doctoral experience in follicle development, echography, IVF or gamete biology. Two years, renewable. Send Curriculum Vitae and the names of three referees to: B.D. Murphy, Reproductive Biology Research Unit, Department of Obstetrics and Gynecology, University of Saskatchewan, Saskatoon, SK, S7N 0W0, Canada. Deadline - June 15, 1989.

MOLECULAR NEUROBIOLOGY

McMASTER UNIVERSITY. The Department of Biomedical Sciences invites applications for tenure-track positions (PhD or MD) in basic research in molecular neurobiology. Academic ranks would be commensurate with training and experience. A senior scientist, well established in his/her field, would have the opportunity to form a research group and to become Head of a Department. Given the existing strengths of the Department are in nerve growth and regeneration, neurotransmitters and receptors, smooth muscle and vision. The successful applicant would be expected to participate in the undergraduate and graduate teaching programs at the Faculty of Health Sciences. Applications, together with a CV and names and addresses of 3 referees, should be sent before June 30, 1989 to Dr. A.J. McComas, Department of Biomedical Sciences, McMaster University, 1200 Main Street W., Hamilton, Ont., Canada, L8N 3Z5. Preference will be given to Canadian citizens and permanent residents.

MUSIC

ACADIA UNIVERSITY. School of Music. 1) Applications are invited for a 4 1/2 month (Jan. 1 - May 15) appointment (position # 10905R5) in Piano. Expertise in the Alexander technique would be an asset. Salary is dependent upon qualifications and experience. Applicants should have a completed doctorate or equivalent professional training and experience. Duties include teaching piano majors and coaching accompanists. Address letters of application to: Dr. Peter H. Riddle, Director, School of Music, Acadia University, Wolfville, Nova Scotia, B0P 1X0. 2) Applications are invited for a nine-month (Sept. 1 - May 30) appointment (position # 10902R) in Low Brass and Theory. Salary is dependent upon qualifications and experience. Duties include teaching trombone, euphonium and tuba majors, treble and bass brass methods classes, selected theoretical subjects and coaching the University Brass Ensemble. Address letters of application to: Dr. Peter Riddle, Director, School of Music, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment in Ethnomusicology at the rank of Assistant or Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology; teaching experience; a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly including courses in general music history) as well as specialized graduate courses. Salary will be commensurate with qualifications and experience. Please send application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Applications will remain open until an appointment is made. The University of Toronto encourages both women and men to apply for positions. This appointment is subject to University approval.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Music. 1 Position: Subject to budgetary approval applications are invited for a limited term appointment at the rank of Lecturer or Assistant Professor. 2. Qualifications: Applicants should hold, or be near completion of a Doctorate in Music History. 3 Duties: Teaching of undergraduate courses as follows: Music History to 1750; 20th century music; and a specialized course in the 18th, and the development of a strong independent research program. The position would be effective January 1, 1990. Send curriculum vitae and names of three referees to J.D Kalbfleisch, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1. The closing date for applications is June 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Equal Equity Employer.

MEDICINE

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MOLECULAR NEUROBIOLOGY

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MUSIC

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UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment in Ethnomusicology at the rank of Assistant or Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology; teaching experience; a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly including courses in general music history) as well as specialized graduate courses. Salary will be commensurate with qualifications and experience. Please send application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Applications will remain open until an appointment is made. The University of Toronto encourages both women and men to apply for positions. This appointment is subject to University approval.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Music. 1 Position: Subject to budgetary approval applications are invited for a limited term appointment at the rank of Lecturer or Assistant Professor. 2. Qualifications: Applicants should hold, or be near completion of a Doctorate in Music History. 3 Duties: Teaching of undergraduate courses as follows: Music History to 1750; 20th century music; and a specialized course in the 18th, and the development of a strong independent research program. The position would be effective January 1, 1990. Salary: According to rank and experience to an 8 or 9 month period to a maximum of $27,000. 5. Applications: Letters of application, together with Curriculum Vitae and three letters of reference, should be sent to: Dr. R. Keesey, Chairman, Department of Music, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. 6 Appointment Date: September 1, 1989. 7. Closing Date: When position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. The Department of Music at Bishop's University invites applications for a three year term appointment at the rank of Assistant Professor in theory/composition. There is a possibility that the position will be converted into a regular tenure stream one. The successful candidate will teach undergraduate theory, counterpoint, composition and orchestration courses in a B.A. Major and Honours programme. Expertise in computer application in music is also required. Ph.D./D.M.A. is required and some university teaching experience preferred. The current salary range for Assistant Professor is $32,712-$46,778. Applications with c.v., and names of three referees will be accepted until May 31, 1989 and should be submitted to Dr. Brian Jenkins, Associate Professor of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAKEHEAD UNIVERSITY. The Department of Music, Lakehead University, invites applications for a probationary (tenure-track) position in Music Theory commencing July 1, 1989. Preference will be given to applicants with a completed doctorate who have had university-level teaching experience. Duties will include teaching first, second and possibly third year undergraduate courses in theory and analysis. Supervision of aural skills labs or other teaching duties commensurate with the appointee's qualifications and experience may also be required. The successful candidate will be expected to play a major role in developing the Department's theory and musicianship programs and to assume a reasonable load of administrative duties within the Department. Applicants should submit a letter of application, curriculum vitae and the names, addresses and phone number of three referees to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

NEUROLOGICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. Research Associate position available for a molecular biologist to work on gene expression and virus infections in the human brain, with particular emphasis on Alzheimer's disease. Minimal qualifications include a Ph.D. or M.D. with two years postdoctoral experience. Experience in RNA preperation, cDNA cloning, DNA sequencing, preparation of viruses, tissue culture and protein purification required. A background in brain research is preferred. Appointment would be made for 3 years. Salary up to $36,000/year depending on qualifications and experience. Apply to: Dr. P.L. McGeer, Kinsmen Laboratory of Neurological Research, Department of Psychiatry, the University of B.C., 2255 Wesbrook Mall, Vancouver, B.C., Canada, V6T 1W5, before June 1, 1989. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

NEUROPSYCHOLOGY / NEUROSCIENCE

THE MONTREAL NEUROLOGICAL INSTITUTE invites applications for Head of the Neuropsychology Unit with a faculty appointment as Associate or Full Professor in the Department of Neurology and Neurosurgery, McGill University. Seeking a senior scientist with background and accomplishments in Neuropsychology and Neuroscience to conduct and coordinate basic and clinical research in Neuropsychology as carried out by graduate and post-doctoral students and staff scientists. Salary will be commensurate with background and experience of the individual. Appointment may commence at any time. Enquiries and applications (including a curriculum vitae) should be sent to Dr. B.E. Jones, Neuroanatomy Laboratory, Montreal Neurological Institute, 3801 University Street, Montreal, Quebec H3A 2B4, Canada. In accordance with Canadian Immigration requirements, this invitation is directed to Canadian citizens and permanent residents.

NURSING

UNIVERSITE LAURENTIENNE. Ecole des sciences infirmières. Des postes sont ouverts en soins infirmiers psychiatriques, médico-chirurgicaux, santé communautaire et mère-enfant. Ces postes à combler dès juillet 1989, sont soumis aux dispositions de la convention collective régissant les professeurs. Elle est également sujette à l'approbation du budget. Titre et compétence: Une maîtrise en sciences infirmières est requise; un doctorat est préféré. Le bilinguisme est un élément important. Echelle salariale: Titulaire: 44,545 - 68,966 $; Professeur agrégé: 43,145 - 69,606 $; Professeur adjoint: 34,557 - 52,224 $. Université: L'Université Laurentienne offre un programme menant au Baccalauréat en sciences infirmières sur le campus tant que par l'éducation à distance. La Laurentienne est une université bilingue située au sein d'une communauté multiculturelle présentant des activités récréatives diverses et facilement accessibles. Les milieux académiques et cliniques offrent un potentiel de recherche et de croissance professionnelle stimulant. L'Ecole compte environ 300 étudiants inscrits au niveau de base ou post-diplôme, et approximativement 200 étudiants inscrits au programme d'éducation à distance. Les postes à l'Université Laurentienne sont ouverts autant aux femmes qu'aux hommes. La loi canadienne exige que les postes soient offert aux résidents. Les citoyens canadiens ou immigrants reçus qualifiés. Date de clôture: Le plus tôt possible. Prière d'envoyer c.v. détaillé à: Dr. K. Millar, Directeur intérimaire, Ecole des sciences infirmières, Université Laurentienne, Sudbury (Ontario) P3E 2C6.

NUTRITION

ACADIA UNIVERSITY. Half-time sabbatical leave replacement, 9 months duration, 1 September 1989 - 31 May 1990, in the School of Nutrition and Home Economics, Acadia University, to teach Clinical Nutrition, Nutrition and Disease, and an introductory survey course in nutrition for non-majors. Masters degree, CDA membership required, PhD and recent clinical experience preferred. Teaching experience at undergraduate level is desirable. Send resume and 3 references to Joan Aften Peters, Director, School of Nutrition and Home Economics, Acadia University, Wolfville, N.S. B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University offers equal employment opportunities to qualified female and male applicants.

ONCOLOGY

ACADEMIC MEDICAL ONCOLOGIST: ONTARIO, CANADA. Applications are invited for the position of Medical Oncologist at St. Joseph's Health Centre, which is part of the metropolitan programme of the London Regional Cancer Centre (LRCC), Ontario Cancer Treatment and Research Foundation (OCTRF). The successful applicant will hold an academic appointment at the University of Western Ontario. The applicant should have broad experience in the management of solid tumors and hematological malignancies. A background in basic and/or clinical research would be an advantage. Applicants should have, or be eligible to sit, the fellowship in Internal Medicine (FRCP(C)) and have recognized training in medical oncology as set out by the Royal College of Physicians and Surgeons of Canada. The remuneration and conditions of service will be according to the guidelines of the OCTRF, based on experience. The OCTRF is an Equal Opportunity/Affirmative Action Employer, but is directed by Canadian Immigration authorities to state that "preference will be given to Canadian citizens and permanent residents of Canada". Applications with the names of three contemporary referees should be sent to: Dr. Vivien Bramwell, Chief of Medical Oncology, London Regional Cancer Centre, 790 Commissioners Road East, London, Ontario, Canada, N6A 4L6. Closing date for applications is May 31, 1989.

PHILOSOPHY

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Humantties and Languages on the Saint John Campus invites applications for a tenure-stream appointment in Philosophy at the Assistant Professor level effective July 1, 1989 (subject to budgetary approval). The successful candidate will have a Ph.D. or equivalent; teaching experience and publications will be an asset. The successful candidate will be required to teach at the undergraduate level in the fields of Business Ethics, Social and Political Philosophy, and Contemporary Moral Problems, and should have an interest in other contemporary fields of Philosophy. Opportunity exists for some involvement in the teaching and supervision of graduate students. Applications, including curriculum vitae and the names of three academic referees will be accepted until the position is filled and should be addressed to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL EDUCATION

YORK UNIVERSITY. Faculty of Arts. Department of Physical Education, Recreation and Athletics. A one-year interim faculty appointment in Sports Administration. Duties begin July 1, 1989. The successful candidate will be expected to coordinate the Certificate Program in Sports Administration, teach in the undergraduate program, and supervise the York University Sports Administration Association. Qualifications: preference will be given to candidates with a Ph.D. in Administration, particularly in the area of Sports Administration. Salary commensurate with qualifications and experience. Letter of application, with curriculum vitae and names and addresses of three references, should be sent to: Mr. M. Dinning, Chair, Search Committee, Department of Physical Education, Recreation and Athletics, York University, North York, Ont. M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

UNIVERSITY OF TORONTO. Physical and Health Education. Applications are sought for the following position: 1. Tutor/Senior Tutor - Undergraduate coordinator, subject to budgetary approval. 2. Qualifications - M.Sc. or Ph.D. in Exercise Sciences. 3. Nature of Duties: Coordinator of undergraduate teaching programme; Undergraduate teaching in Exercise Sciences. 4. Salary - commensurate with experience. 5. Please forward application and c.v. immediately to: Professor Roy J. Shephard, M.D., Ph.D., D.P.E., Director, School of Physical & Health Education, 320 Huron St., University of Toronto, Toronto, Ontario, M5S 1A1. 6. Appointment Date - July 1st, 1989 or as soon as possible thereafter. 7. Closing date for applications - June 1st, 1989. 8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

PHYSICS

UNIVERSITY OF PRINCE EDWARD ISLAND. The Department of Physics at the University of Prince Edward Island invites applications for an appointment at the assistant professor level for 1989/90, with the possibility of renewal, through competition, for a second year. Candidates holding a Ph.D in Physics and demonstrating a strong commitment to undergraduate teaching and with research interests in experimental physics are preferred. Applications, including curriculum vitae, summary of teaching experience, and a brief outline of research interests, should be sent to: Dr. H.E. Lin, Head, Department of Physics, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. Applicants must arrange for 3 letters of reference to be sent directly from referees. In accordance with Canadian Immigration requirements, priorities will be given to Canadian citizens and permanent residents. Applications will be received until the position is filled.

LAKEHEAD UNIVERSITY. Condensed Matter Experimentalist. The Department of Physics at Lakehead University invites applications for a probationary (tenure-track) position as a Condensed Matter Experimentalist. The appointment, subject to final budgetary approval, will commence on January 1, 1990. The current department research is concentrated in optical and electrical measurements of semiconductors, super-conductors and disordered materials. The appointee should have an established research in these fields in order to strengthen the experimental research presently carried out in the department. Applicants should submit a curriculum vitae, a statement of research interests and the names of three referees to Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

QUEEN'S UNIVERSITY. The Department of Electrical Engineering, Queen's University is seeking candidates for appointment to tenure track faculty positions at the Assistant or Associate Professor level, effective July 1, 1989. Applications are invited from all areas of electrical engineering, but preference will be given to persons specializing in: computer engineering, digital signal and image processing, fibre and integrated optics, robotics and VLSI. Duties include undergraduate and graduate teaching, establishment of a significant research program and participation in the Departmental activities. The Department offers undergraduate Electrical Engineering and Computer Engineering Options with an enrollment of over 300 undergraduates and 125 post-graduate students in the M.Sc. and Ph.D. programs. Currently there are 24 full-time Faculty members and several adjunct instructors. Applicants must hold a Ph.D. degree. Rank and salary are commensurate with qualifications and experience. Send a detailed career summary with names and addresses of three referees to Dr. G.M. Arkan, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: O-4-89. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Department of Physics. Applications are invited for a tenure track appointment as Assistant Lecturer (alternate stream) in the Department of Physics, Faculty of Science, York University, commencing September 1, 1989, subject to final budgetary approval. The successful candidate will be responsible for the operation and maintenance of the astronomical observatory, consisting of 30 cm. and 60 cm. telescopes and associated instrumentation, and teaching duties in introductory astronomy and other physics courses to science and non-science majors as required. A postgraduate degree in astronomy or physics and computer programming experience (Fortran/UNIX) are very desirable; limited opportunities can exist for independent or collaborative research activity, although the primary role of positions in the alternate stream is teaching. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. York University is implementing a policy of employment equity, including affirmative action for women faculty. Applications with a curriculum vitae and the names of three referees should be sent, to arrive by June 15, 1989, to: Professor R.H. Prince, Chair, Department of Physics, York University, 4700 Keele St., North York, Ontario, M3J 1P3, Canada.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Professor A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario,

Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

PHYSIOLOGY

QUEEN'S UNIVERSITY. The Department of Physiology, Queen's University is seeking an Assistant Professor with expertise in respiratory physiology. The successful applicant will be an established scientist with research accomplishments and interests in respiratory mechanics of the neonate. Experience in nerve recording in the newborn is preferred. The successful candidate will be expected to acquire salary and research support through applications to the Medical Research Council or other agencies. This is a "bridging" appointment having the potential for support on a UNIversity salary only subsequent to the availability of a position through retirement. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit curriculum vitae, a brief statement of their research interests and objectives, selected reprints, and the names of three referees from whom a confidential assessment of research and teaching abilities may be obtained to: Dr. C.K. Chapler, Department of Physiology, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Applications will be accepted until June 30th, 1989.

UNIVERSITY OF TORONTO. Department of Physiology. Associate Professor. Applications are invited for a tenure-stream appointment. Qualifications required: PhD or equivalent, in physiology or biology, with post-doctoral research experience (at least 3 years), and with active research in cellular mechanisms related specifically to neuronal degeneration and/or regeneration. Applicant will be required to mount a program of research; to undertake training of graduate students; and to participate in teaching of medical students and advanced undergraduate students in physiology. Salary will be commensurate with qualifications and experience. Applicants should send curriculum vitae and names of three referees to: Dr. H.L. Atwood, Chairman, Department of Physiology, Faculty of Medicine, University of Toronto, Toronto, Canada, M5S 1A8. Deadline for receiving application and supporting material is July 1, 1989. Effective date of appointment: September 1, 1989. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both men and women to apply for positions.

PLANT SCIENCE

UNIVERSITY OF MANITOBA. The Department of Plant Science, University of Manitoba invites applications for an Assistant Professor tenure track position in Forage Crop Production. A Ph.D. in Plant Science is required. Preference will be given to candidates with experience in the areas of forage agronomy and/or forage seed production. Experience in crop modelling would also be an asset. Duties include participating in Departmental undergraduate and graduate teaching programs as well as supervision of graduate students. The successful candidate will also be expected to collaborate closely with other Faculty members to develop a research program leading to publications and external funding. Current Assistant Professor salary range is $30,422 to 52,929. Both women and men are encouraged to apply. In accordance with Canada Immigration, priority will be given to Canadian citizens or permanent residents. Applications including a curriculum vitae, reprints of recent publications, and the names of three referees should be submitted to Dr. I.N. Morrison, Head, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Closing date for applications is June 30, 1989.

POLITICAL SCIENCE

BISHOP'S UNIVERSITY. Applications are invited for a three year term appointment in the Political Science Department at the junior level, beginning July 1, 1989. There is a possibility that the position will be converted into a regular tenure stream one. The candidate must be competent to teach Empirical Theory and Methods, and American Politics. Completed Ph.D. and publication are preferred. Applications should be made to Dr. Anton de Man, Associate Dean of Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7. A curriculum vitae and the names of three referees should be included. The closing date for applications is May 31, 1989, or until the position is filled. This position is advertised under conditions of equal opportunity employment and Canadian Immigration requirements.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Social Science on the Saint John Campus invites applications for a tenure-track position in Political Science at the Assistant Professor Level to commence 1 July 1989. The successful candidate will have a Ph.D. or expect to receive it shortly, and will be expected to teach courses at both the junior and senior levels in a 4-year undergraduate Political Science program. At the junior level, the candidate will teach an introductory course(s) in Political Science; at the senior level, the candidate will teach in the area of his/her specialization. Participation in research is also anticipated. The position is in Canadian Government and Politics with a preference for some combination in Public Administration/Policy, Intergovernmental Relations and/or Canadian Federalism, and a secondary specialization in Political Theory and Research Methodology. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, preference will be given to a Canadian citizen or permanent resident. While this is an English language position, bilingualism (French and English) is an asset. Applications will be accepted until the position is filled. Letters of application should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5.

BISHOP'S UNIVERSITY. Political Science. Subject to budgetary approval, applications are invited for a tenure track appointment in the Political Science Department at the junior level, beginning July 1, 1989. The candidate must be competent to teach Empirical Theory and Methods, and American Politics. Completed Ph.D. and publication are preferred. Applications should be made to Miss C. Wark, University Secretary, Bishop's University, Lennoxville, Quebec J1M 1Z7. A curriculum vitae and the names of three referees should be included. The closing date for applications is May 31, 1989, or until the position is filled. This position is advertised under conditions of equal opportunity employment and Canadian Immigration requirements.

PSYCHIATRY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry - Head of Division of Child Psychiatry. Applications are invited for the position of Head of the Division of Child Psychiatry. The Division consists of 5 full-time and 20 part-time faculty, who currently work and teach at 3 sites: Vancouver General Hospital (outpatients and a 10-bed adolescent unit), B.C. Children's Hospital (outpatients, liaison service and a 10-bed unit for children), and the University Hospital - UBC Site, Department of Psychiatry (child and family outpatients). Planning to consolidate this Division at the University Hospital - Shaughnessy Site is proceeding very satisfactorily. The Division has places for residents to do their mandatory six months of child psychiatry of two years to specialize in child psychiatry. The Division is also responsible for undergraduate medical student instruction. The new Head would be responsible for planning new services, coordinating the teaching program and promoting research. As the Division is on the point of new development this would be an exciting and rewarding post for an energetic administrator clinician teacher researcher. Appointment to this position would be at the Professor or Associate Professor level and is subject to final budgetary approval. Eligibility for medical licensure in British Columbia is essential. Salary and rank will be in accordance with existing academic scales for the University of British Columbia. Applications including c.v. and names and addresses of three referees should be sent to: Dr. James E. Miles, Head - Department of Psychiatry, The University of British Columbia, 2211 Wesbrook Mall, Vancouver, B.C. V6T 2B5. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Position will be available July 1, 1989. Applications will be accepted until May 31, 1989 or until a suitable applicant is found.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry - Academic Psychiatrist. The UBC Department of Psychiatry has a position available for an academic psychiatrist to work at the Regional Psychiatric Centre at Malsqui and the UBC Department of Psychiatry. The applicant must have a commitment to exemplary service, teaching and clinical research in schizophrenia. The successful candidate will be the director of a 30-bed Schizophrenia Unit at the Regional Psychiatric Centre, and responsible for the development of the service, teaching programs for psychiatric residents and fourth year medical undergraduates, and the development of clinical research. The Academic Psychiatrist will divide his/her time between the Regional Psychiatric Centre and the Schizophrenia Service of the University of British Columbia, University Hospital - UBC Site, Department of Psychiatry. This latter service has an inpatient day program, outpatient and community components dedicated to service, teaching and research in schizophrenia, with access to sophisticated research technologies. Eligibility for medical licensure in British Columbia is essential. Academic rank and remuneration will be commensurate with qualifications. Applications including a curriculum vitae and names of three references should be sent to: Dr. James E. Miles, Head, Department of Psychiatry, The University of British Columbia, 2211 Wesbrook Mall, Vancouver, B.C. V6T 2B5. Applications will be accepted until May 31, 1989 or until a suitable applicant is found.

PSYCHOLOGY

UNIVERSITY OF ALBERTA. Post-Doctoral Fellow. We are looking for a PDF for the Developmental Disabilities Centre at the University of Alberta, Edmonton, Canada. This is a full-time appointment for 2 to 3 years beginning September 1, 1989. The candidate must have a Ph.D. degree in Psychology or Educational Psychology with a special interest in developmental disabilities, and/or clinical neuropsychology. The major research projects in which his/her participation is required are a longitudinal study of intellectual status of Downs individuals, cognitive processes of learning disabled children with high IQ, and the application of a new battery of cognitive tests to neurologically impaired and other special groups. The position carries an annual salary of $25,000 to $30,000. It is possible to teach one course each year in Educational Psychology or Psychology for which an additional remuneration will be paid. Interested individuals should contact the Director, Dr. J. P. Das, D.D.C., University of Alberta, 6-123d Education North, Edmonton, Alberta, Canada T6G 2G5. Ph. (403)492-4439 or FAX (403)492-1318. The University of Alberta is committed to the principle of equity in employment.

BISHOP'S UNIVERSITY. Department of Psychology. A tenure-stream vacancy exists at the Assistant Professor level to teach the equivalent of three undergraduate courses per semester. Required courses are: Introduction to Psychology, Counselling Theory, and Clinical Precticum. The successful applicant will also teach a course for an applied nature such as Industrial, Environmental, or Health Psychology. A PhD is required. Bilingualism is an asset. The present salary range for Assistant Professor is $32,778 - $46,778. Applications with c.v., and, if possible, publications, and evidence of teaching performance should be sent to Dr. A. de Man, Associate Dean, Division of Social Sciences, Bishop's University, Lennoxville, PO, J1M 1Z7. Applicants should also arrange for 3 letters of recommendation to be submitted directly. The post commences on July 1, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. The Child Studies Program has a one-year, limited term appointment. Candidates are expected to have a commitment to undergraduate teaching and an active research program. Teaching duties will involve an advanced course in child development and a research course in child development methods. The Child Studies Program at Brock is a large interdisciplinary program that includes faculty from the Departments of Psychology, Sociology, Education and Physical Education, and is part of Brock's newly formed Institute of Applied Human Development. Applicants should send Curriculum Vitae, names of three referees and sample publications to: Dr. Linda Rose-Krasnor, Director, Child Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

ST. THOMAS UNIVERSITY. The Department of Psychology, St. Thomas University, has two or more limited-term positions available at the rank of Assistant Professor (subject to approval) effective July 1, 1989. Candidates will be expected to supervise honours thesis, teach introductory psychology and one or more of the following undergraduate courses: Statistics, Learning, Behaviour Modification, Development and Experimental Design. Applications from women and men with research interests in any area of academic psychology will be considered. A Ph.D. is required for all positions, and preference will be given to Canadian citizens and landed immigrants. Applicants should submit a curriculum vitae, samples of scholarly work, and arrange to have three letters of recommendation sent directly to Dr. Thomas A. Fish, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

UNIVERSITY OF ALBERTA. The Department of Psychology, University of Alberta, invites applications for a tenurable appointment (Ph.D required) in the area of cognitive psychology. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), interactions with colleagues, and teaching ability. Strong preference will be given to an individual whose research interests are in the area of visual cognition, with secondary interests in attention and/or language processing. In addition, strong consideration will be given to those candidates whose interests are compatible with existing department research programmes in visual perception and reading processes. Rank is at the Assistant Professor level: 1988-89 salary $33,144 - $47,260. Applications should include curriculum vitae, three letters of recommendation, and reprints or recent publications and be sent to Dr. Peter Dixon, Chair, Cognitive Search Committee, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Deadline for receipt of applications is September 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment.

SOCIAL WORK

UNIVERSITY OF WINDSOR invites applications and nominations for the position of Director - School of Social Work. The University of Windsor offers a four year Honours B.S.W. and an M.S.W. programme; accredited by the C.A.S.S.W. The successful candidate should have a doctorate in Social Work with a minimum of 5 years of teaching and administrative experience and be able to provide strong leadership in the continued development of research activities and academic programmes at both undergraduate and graduate levels. The appointment will be effective September 1, 1989, or January, 1990 or at a later date. Rank and salary are open to negotiation. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. Send nominations or applications for the position, accompanied in the latter case by a detailed curriculum vitae outlining academic qualifications, teaching and research experience and the names and addresses of three referees, should be submitted by May 30, 1989 to: Dr. Ian Hanen, Ph.D., C.S.W., Chairperson, Search Committee, School of Social Work, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: 519/253-4232, Ext. 3083.

UNIVERSITY OF WINDSOR. The School of Social Work will have two tenure track appointments at the Assistant Professor rank commencing July 1, 1989. A specialist in social work practice in health and/or mental health settings is being sought, as well as a specialist in social policy, and/or administration. Requirements for these positions include a Ph.D. or A.B.D. near completion, excellence in teaching, research and social work experience. In an effort to correct historic gender imbalances, the University of Windsor particularly invites applications from qualified women candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send a C.V. and the names of three referees to: Dr. Michael J. Holosko, Interim Director, School of Social Work, University of Windsor, Windsor, Ontario N9B 3P4.

YORK UNIVERSITY. Atkinson College. The School of Social Work. Applications are invited for a tenure track position, with teaching to begin September 1, 1989, if possible; later starting date to be negotiated. The ideal candidate will have a D.S.W. or PhD and strong research and teaching capabilities, and be interested in developing a multicultural dimension in these activities. Areas of particular interest are child welfare, organizational aspects of social work, and generic social work practice. The School of Social Work offers both a second degree BSW and a thesis-based MSW. Applications, including CV and names of three references, should be addressed to: Professor D. Herberg, Chair, School of Social Work, Atkinson College, York University, North York, Ont. M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

BISNOP'S UNIVERSITY. The Department of Sociology at Bishop's University will be making a one-year replacement appointment for the year 1989-90 at the Lecturer or Assistant Professor rank (floor). Areas of concentration should include Methods, Introductory Sociology and Interpersonal Communication & Group Dynamics. Applicants are expected to have completed Ph.D.'s or to be near their completion date. Salary will be contingent on experience and qualifications. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Bishop's University is an equal opportunity employer. Applications with curriculum vitae and the names of three referees should be addressed to: Dr. Anton de Men, Associate Dean, Division of Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

QUEEN'S UNIVERSITY. The Department of Sociology at Queen's University will be making a tenure-track appointment at the assistant or associate professor level commencing September 1, 1989. The candidate should possess a Ph.D. and have experience in research and teaching in the social context of information and communication technology. In particular, the candidate should be qualified to teach graduate and undergraduate courses in mass media, telecommunication policies, sociology of science and technology and the impact of the new technology on society. Currently the Department has a Master's programme, and the candidate is expected to assist in the development of a Ph.D. programme in these areas. Salary is commensurate with experience and qualifications. Candidates of either sex are equally encouraged to apply. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including vitae and names of three referees, should be sent to Professor Roberta Hamilton, Chair Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for receipt of applications is June 15, 1989.

SIMON FRASER UNIVERSITY. Sociology and Anthropology Department. The Department invites applications from qualified Sociologists for a tenure-track position, preferably effective September 1st 1989. Remuneration commensurate with qualifications. General field: Quanti-fative Research Methods and Applied Sociology, which could include such topics as: Gender Issues, Medical Sociology, Social Policy, Development, or Cultural Studies. Letter of application, curriculum vitae and names and addresses of three referees should be sent to Dr. Marilyn Gates, Chairperson, Appointments Committee, Department of Sociology & Anthropology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Qualified women are especially urged to apply. Preference will be given to candidates eligible for employment in Canada at the time of application.

SOVIET STUDIES

THE WATERLOO-LAURIER CENTRE FOR SOVIET STUDIES. Call for Applications for Visiting Professor. The University of Waterloo and Wilfrid Laurier University have received funds to the establishment of a Centre for Soviet Studies, and the Centre invites applications for appointment as a Visiting Professor during the 1989-90 academic year. The Centre is a joint endeavour of the two universities; however, in 1989-90 the Visiting Professor will be located at the University of Waterloo. In 1989-90 the Centre will focus on Soviet nationality issues. Applicants for the appointment should be established scholars, in the social sciences or humanities, with a specialization in the field of Soviet nationality studies. Applicants will be expected to combine teaching and research experience, and fluency in English is required. Tenure of appointment will be for two semesters (September through April), or one semester (September through December, or January through April), depending on the availability of the successful candidate and the priorities of the Centre for Soviet Studies. Remuneration will include return travel costs for the candidate to Waterloo; salary appropriate to the rank of the successful candidate; and other benefits accruing to the position. The successful candidate will be expected to teach a one-semester seminar course, at the fourth-year undergraduate level, on Soviet nationality issues, be available for consultation by students and faculty, and prepare an essay for publication as an Occasional Paper of the Centre for Soviet Studies. If the appointment is for two semesters, the successful candidate will also conduct an inter-disciplinary colloquium for faculty and graduate students. Applicants are requested to submit a curriculum vitae and a brief statement of interest by June 30, 1989. Please send all correspondence to: Prof. John Jaworsky, Department of Political Science, University of Waterloo, Waterloo, Ont. N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An Employment Equity Employer.

SPANISH

QUEEN'S UNIVERSITY, Department of Spanish and Italian, invites applications for a position with the following undergraduate teaching duties: intermediate and advanced Spanish language, Spanish civilization. This is a 12-month replacement position, commencing September 1, 1989. Candidates should have completed a Ph.D. in Spanish Language and Literature or at least reached A.B.D. status. Rank and salary will depend upon qualifications and experience. Applicants should forward their curriculum vitae to Dr. Peter A. Bly, Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6. They should also ask three referees to forward their confidential recommendations to the same address. Closing date for receipt of applications and recommendations is May 30, 1989. Candidates of either sex are equally encouraged to apply for these positions. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Queen's University is willing to help the spouse of a new appointee to seek suitable employment.

URBAN STUDIES

CONCORDIA UNIVERSITY, Urban Studies Program. Applications are invited for a tenure-track appointment at the Assistant Professor level, starting August 1, 1989. This position is subject to final budgetary approval. Applicants should have a Ph.D. in an appropriate discipline and should be committed to the goals and philosophy of a multi-disciplinary undergraduate program. They should also have a demonstrated research ability and have a public policy and/or urban planning orientation in their work. Urban Studies is a small undergraduate program staffed by two full-time faculty positions and a number of part-time instructors. It is accommodated in the Department of Geography, and the successful applicant will hold a departmental appointment. The deadline for applications is 31 May 1989. Canadian immigration policy requires that priority be given to citizens and permanent residents of Canada. Applicants should send their curriculum vitae and the names of three referees to Dr. Max Barlow, Chairman, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

VETERINARY SCIENCE

UNIVERSITY OF GUELPH, Departments of Veterinary Microbiology and Immunology and Molecular Biology and Genetics. Applications are invited for a tenure track position as assistant professor-immunology. Responsibilities include research and teaching in the area of immunogenetics, particularly applications of molecular genetics to antibody design and production. The principal orientation is towards health maintenance in veterinary and human medicine. The position will be central to a collaborative research program involving immunologists, geneticists and microbiologists. Appointment will be made in the Department of Veterinary Microbiology and Immunology with a joint appointment in the Department of Molecular Biology and Genetics. Applicants should have a PhD in immunology with emphasis on the molecular genetics of immunoglobulins and monoclonal antibodies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval. Please address enquiries to Dr. Bruce Wilkie, Chairperson, Department of Veterinary Microbiology and Immunology, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Applications will be accepted until June 30, 1989 or until position is filled. The University of Guelph is committed to Employment Equity.

VIROLOGY

UNIVERSITY OF ALBERTA. Molecular Virologist. The Department of Medical Microbiology and Infectious Diseases, University of Alberta invites applications for a position in virology. Applicants should have a PhD degree with at least three years of postdoctoral research experience. The successful candidate is expected to develop a strong extramurally funded research program in the area of molecular virology. Priority will be given to individuals with expertise in the application of molecular approaches to the understanding of the pathogenesis of retroviral

diseases. Up to 75% of time will be devoted to research, with the remaining time available for participation in undergraduate and graduate teaching, including the supervision of graduate students. Salary and rank will be commensurate with training and experience. Annual salary range for 1988-89: Asst. Prof C$33,144 to C$47,280; Assoc. Prof. C$41,904 to C$59,534; Prof. C$52,730 - . The successful candidate will be eligible to apply for salary and establishment funding support by competitive application from the Alberta Heritage Foundation for Medical Research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for application is June 30, 1989. Please send applications consisting of detailed curriculum vitae, statement of research program, reprints of the applicant's five most significant publications and the names of three referees to: Dr. David L.J. Tyrrell, Chairman, Department of Medical Microbiology and Infectious Diseases, 1-41 Medical Sciences Building, the University of Alberta, Edmonton, Alberta, T6G 2H7, Canada. The University of Alberta is committed to the principle of equity in employment.

WRITING PROGRAMS

YORK UNIVERSITY, Atkinson College, Writing Programmes. A one-year contractually limited appointment at the assistant professor level to serve as Coordinator of Writing Programmes, and to teach in the programmes. Candidates must have knowledge of and experience in writing through the curriculum program-mes, in one-to-one tutoring, computer-assisted writing instruction and adult education. A minimum MA is required. The appointment is from September 1, 1989 to August 31, 1990. Salary commensurate with qualifications and experience. Applications, including curriculum vitae and names of three references should be sent by May 31, 1989 to: Leslie Sanders, Chair, Dept. of Humanities, Atkinson College, York University, North York, Ont. M3J 1P3, Canada. The University of Alberta is committed to the principle of equity in employment.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/393-1130.

ACCOMMODATION

OXFORD, ENGLAND: Walk to colleges, furnished north Oxford House, centrally heated, recently re-decorated, 2 bedrooms, washer/dryer; contact: 11-174 Dufferin Rd, Ottawa K1M 2A6, tel: 613 7451368, 7466718 or 36 Kingston Rd, Oxford OX2 6RH, tel 0865 53679, 57840.

VICTORIA, B.C. Spending a sabbatical at the University of Victoria? A large, 2-bedroom suite, furnished or unfurnished, will be available August 1/89 to August 1/90. Ten to fifteen minutes by car from the University. For details, write Dr. R.J. Nash, 1803 Chandler Ave., lower suite, Victoria, B.C. V8S 1N9

UNIVERSITY OF CALGARY. House for Rent: Sept. 89-June 90. Professor going on sabbatical would like to rent his two story house in The Edgemont area to visitors of the University of Calgary. For more details, please contact: Dr. S. Kwok, Dept. of Physics, University of Calgary, Calgary, Alberta T2N 1N4; Tel: (403)-220-5414 (off) or (403)-239-8641 (home); BITNET: SKWOK@UNCAMULT.

U. OF TORONTO NEIGHBORHOOD - One Bedroom Furnished Apartment For rent September, 1989 - May, 1990 (approximately; dates negotiable). Near Spadina Station; 10 minutes walk from Robarts Library. Suitably set up for single academic or couple, with two study areas, IBM selectric, computer table. Comfortably furnished with king size bed, stereo, TV. Very large balcony. Indoor parking. No smokers. Phone: (416) 924-7885

HOUSE FOR RENT, furnished, in Woodetock, Ontario, 40 minute drive to London, Kitchener-Waterloo, Guelph, Hamilton; 2, 3 or 4 bedroom, all appliances; 1 year lease available July 1, 1989 to June 30, 1990; Write Mercer, Dept. Physiology, University of Western Ontario, London, Canada, N6A 5C1; (519)661-3476.

VICTORIA, large, modern house for rent (2200 sq. feet, 3 bedrooms, 3 baths, den, family room etc.) 1.5 km from University; Near schools and shopping; On quiet street; Available July 1, 1989 - June 30, 1990, furnished or unfurnished; $1150. per mth. Contact Prof. G. Ferguson, Faculty of Law, University of Victoria, Victoria, B.C., V8W 3H7

LONDON, ENGLAND: Two bedroom flat In pleasant area of North London for rent from September, 1989 to summer, 1990. Fully furnished with modern kitchen, gas central heating and appliances including washing machine. 25 minutes from University of London by public transit. Suitable for academic on sabbatical leave. For further information contact John Calvert, #32-920 Dynes Road, Ottawa K2C 0G8; (613) 723-2820

VISITING TORONTO? Bed and **Breakfast** in our restored home minutes to the University of Toronto and Downtown. Rates from $40.00 Ashleigh Heritage Home tel: (416) 535-4000.

Noticeboard

"FACING THE DEMOGRAPHIC FUTURE", a conference sponsored by the Royal Society of Canada and the Federation of Canadian Demographers, will take place at Université Laval, June 7-9. Participants will focus on what is happening in demographics and discuss what action to take. For information: Population Studies Centre, Room 3227 Social Science Centre, University of Western Ontario, London, Ontario N6A 5C2; Phone: 519-661-3819.

THE INSTITUTE FOR THE PREVENTION OF CHILD ABUSE presents its 4th National Conference on Child Abuse "Focus on Child Abuse: Facing the Challenges Together", September 24 - 27, 1989, Airport Hilton, Toronto, Ontario. For details contact: Dorothy Malcolm / Evelyn Perryniak, 25 Spadina Rd., Toronto, Ontario, M5R 2S9 Tel. 416-921-3151; FAX: 416-921-4997.

CONFERENCE: SEXUALITY AND VALUES, June 19 - 21, 1989. The University of Guelph's 11th annual sexuality conference will examine current issues in human sexuality, teaching approaches in sex education, and counseling methods for sexual problems. The keynote speaker will be Dr. Sol Gordon. For further information, write Continuing Education Division, University of Guelph, Guelph, Ontario N1G 2W1, or telephone (519)824-4120, ext. 3955.

THE UNIVERSITY OF LETHBRIDGE: FIRST CALL FOR PAPERS: Studies in Technological Innovation and Human Resources (Vol. III): Management and Technology-Mediated Communication. The upcoming Vol. III, Mangement and Technology-Mediated Communication, will particularly include papers that are international, interdisciplinary, theoretical, empirical, macro, micro. For information on subject matter possibilities and submission requirements please contact: Urs E. Gattiker, Technology Assessment Research Unit, School of Management, The University of Lethbridge, Lethbridge, Alberta, Canada, T1K 3M4; FAX: (403) 329-2022; E-MAIL: GATTIKE%VP@UNCAEOU.BITNET.

CALL FOR ARTICLES: "TNE OLO RIGHT, THE NEW RIGHT AND THE STATE". Studies in History and Politics, volume VIII, will be open to articles on the development of modern right-wing ideologies and on the impact of those ideologies on the state. All articles will be refereed. Articles of not more than 7500 words (including footnotes) may be submitted in duplicate and on disc. Manuscripts should conform to the MLA style sheet and should reach the editors no later than October 1, 1989. All correspondence should be addressed to: The Editors, Studies in History and Politics, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

THE 11TH ANNUAL CONFERENCE OF TNE CANAOIAN APPLIED MATNEMATICS SOCIETY, Halifax, Nova Scotia, Canada, May 29 - June 1, 1990, call for paper available. Contact: Dr. Mallur Rahman - for Technical Info - Tel: 902-420-7724; Mary Meidell - for Registration - Tel: 902-420-7793; 1-800-565-7164; Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4 Canada.

WILKIE COLLINS CENTENNIAL CONFERENCE, September 29 - October 1, 1989, University of Victoria, Victoria, B.C. Speakers include Michael Booth, Fred Keplan, Christopher Kent, Sue Lonoff, Catherine Peters, John Sutherland. Address: Nelson C. Smith, Conference Secretary, Department of English, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada V8W 2Y2.

THE SECOND INTERDISCIPLINARY CONFERENCE ON NATURAL RESOURCE MODELLING AND ANALYSIS. October 12-14, 1989, Florida State University, Tallahassee, Florida. The conference will focus on recent progress and current issues - biological, economic, social and technical - in the quantitative modelling and analysis of conserving fisheries, forests, soil, water, wildlife and other natural resources, and it will foster collaboration across traditional discipline boundaries among biologists, earth scientists, economists, engineers, mathematicians and resource managers. Deadline for contributed papers: Those who wish to present a paper (20 minutes) at the meeting should submit an abstract before August 31, 1989. For registration materials, submission of abstracts of further information, please contact: Michael Mesterton-Gibbons, Department of Mathematics, FSU, Tallahassee, Florida 32306-3027; tel: (904) 644-2580/2202; Electronic Mail: MIKEMG@FSUBITNET

CALL FOR PAPERS: THE 22nd ANNUAL MEETING OF THE CANADIAN ASSOCIATION OF SPORTS SCIENCES (CASS/ACSS), November 2-5, 1989, at Le Grand Hotel, Montreal. A programme including 12 symposia, as well as free communications and poster presentations, on several topics dealing with the sport sciences, is planned. Deadline for submission of abstracts is June 1st, 1989. For more information: Mr. Philip Gardiner, Department of Physical Education, University of Montreal, Box 6128, Station A, Montreal, Quebec, Canada, H3C 3J7, phone (514) 343-6151, FAX (514) 343-2190.

INVITATION A SOUMETTRE DES RESUMES: LA 22IEME REUNION ANNUELLE OE L'ASSOCIATION CANADIENNE DES SCIENCES DU SPORT (CASS/ACSS), qui aura lieu du 2 au 5 novembre 1989 au Grand Hotel de Montréal. Une douzaine de symposia, ainsi que des communications libres et affichages portant sur plusieurs aspects du domaine des sciences du sport sont planifiés. La date limite pour soumettre vos résumés est le 1er juin 1989. Pour plus de renseignements, veuillez contacter M. Philip Gardiner, Département d'éducation physique, Université de Montréal, C.P. 6128, succursale A, Montréal, Québec, Canada, H3C 3J7. Téléphone: (514) 343-7450, FAX (514) 343-2181

CALL FOR PAPERS: The Canadian Journal of Educational Communication invites papers in the area of: Interactive Learning Technologies to be published in a special issue in the Fall of 1989. Topics within this area may include, but are not limited to: computer-aided learning; interactive video; intelligent tutoring systems; hyper-media (e.g. HyperCard); expert advisory systems; telecommunications; computer conferencing; and smart systems. Papers may be reviews of literature, descriptions of approaches or procedures, descriptions of new applications, theoretical discussions or reports of research. For details on the preparation and submission of manuscripts, please refer to Information for Authors on the inside back cover of any issue of CJEC. Except in unusual cases, manuscript length should not exceed 20 pages. All manuscripts received by the editor will be reviewed by a panel of judges. The deadline for submissions is July 15, 1989. Please address all enquiries or manuscripts to: Dr. Richard A. Schwier, CJEC Guest Editor, College of Education, University of Saskatchewan, Saskatoon, Sk S7N 0W0; (306) 966-7641.

PEOPLE, POWER & PARTICIPATION: A conference exploring adult learning, social movements and skills for active citizenship, May 28 - 31, 1989, The University of British Columbia. This second annual national adult education conference is sponsored by the Canadian Association for Adult Education (CAAE); Pacific Association for Continuing Education (PACE); UBC Centre for Continuing Education (CCE). Copies of the conference brochure are available from CAAE or from Jennifer Crawford, the Conference Coordinator, UBC Centre for Continuing Education, 5997 Iona Drive, Vancouver, B.C. V6T 2A4; tel: (604) 222-5218.

LEARNING DISABILITIES ASSOCIATION OF CANADA announces its Seventh National Conference: Lighting The Way: hosted by Learning Disabilities Association of Newfoundland, The Hotel Newfoundland, St. John's, Newfoundland, October 19, 20 & 21, 1989 Lighting The Way is a multi-disciplinary conference on learning disabilities for educators, parents, physicians, social workers and others interested in the field. 5 keynote sessions, 24 workshops, speakers from every province, 8 speakers from the U.S.; topics include: practical approaches for teachers, computers, social skills, assessment and remediation, special education. For more information contact: Judy Davis, Conference Coordinator, 12 Colville St., St. John's, Nfld., A1E 3J8; (709) 739-0611 or (709) 579-7273

THE ASSOCIATION OF CANADIAN FACULTIES OF DENTISTRY/L'ASSOCIATION DES FACULTES DENTAIRES DU CANADA wishes to announce that the ACFD/CADR XV biennial conference on dental education & research will be held June 10 - 16, 1989 at the Sheraton Armouries Hotel (formerly The Wharton Hotel) London, Ontario. For further information contact: Mrs. Stella M. Taylor, Executive Assistant, Association of Canadian Faculties of Dentistry, 100 - 1815 Alta Vista Drive, Ottawa, Ontario, K1G 3Y6; tel: (613) 738-7732, or, Dr. Gerald Z. Wright, Local Arrangements Chairman, Faculty of Dentistry, Dental Sciences Building, University of Western Ontario, London, Ontario, N6A 5C1; tel: (519) 679-2111 (ext: 5114).

NATIONAL WORKSHOP ON EDUCATION AND ERGONOMICS - The Associate Committee on Ergonomics of the National Research Council and the Human Factors Association of Canada are cosponsoring a one-day workshop on 9 June 1989 at the University of Ottawa. Participants will discuss actual and proposed programs in ergonomics offered by universities and community colleges in relation to the needs of the users (corporations, government agencies, trade unions and professional ergonomists). The Workshop offers interested persons an opportunity to contribute to the development of a rapidly expanding field. For more information contact Mike Boroczki, National Research Council, Ottawa, K1A 0R6.

ATELIER NATIONAL SUR L'EDUCATION ET L'ERGONOMIE - Le Comité associé de l'ergonomie du Conseil national de recherche et l'Association canadienne d'ergonomie coparrainent un atelier d'un jour le 9 juin 1989 à l'Université d'Ottawa. Les participants discuteront les programmes en ergonomie actuelles et prévues qui sont offerts par les universités et les collèges communautaires, en rapport avec les besoins des utilisateurs (les sociétés, les agences gouvernementales, les syndicats et les ergonomes professionels). L'Atelier donnera aux personnes intéressées l'occasion de contribuer à un domain dont le développement est rapide. Pour de plus amples informations veuillez vous adresser à Mike Boroczki, Conseil national de recherches, Ottawa, K1A 0R6.

BIENNIAL INTERNATIONAL CONFERENCE OF CANADIAN STUDIES, Laval University, Quebec, June 3, 4, 5, 1989, jointly sponsored by The Association for Canadian Studies (ACS) and The International Council for Canadian Studies (ICCS). Canada: Traditions and Revolutions. This general theme will be dealt with in its various aspects (intellectual, cultural, social, economic and technological). International Council for Canadian Studies / Association for Canadian Studies, 256 King Edward Avenue, #300, Ottawa, Ontario, Canada K1N 7M1; tel (613) 232-0417

CONGRES INTERNATIONAL BIANNUEL D'ETUDES CANADIENNES, Université Laval, Québec, 3, 4, 5 juin 1989, sous les auspices de l'Association des études canadiennes (AEC) et du Conseil international d'études canadiennes (CIEC). Canada: Traditions & Revolutions. Le theme général retenu permet de traiter des aspects intellectuels, culturels, sociaux, économiques, technologiques de la société canadienne, en insistant tout particulièrement sur les tradtions et les changements qui les ont marqués. Il n'exclut aucune discipline. Conseil international d'études canadiennes/Association des études canadiennes, 256 avenue King Edward, #300, Ottawa, Ontario, Canada K1N 7M1; Tel: (613)232-0417.

SASKATCNEWAN INSTITUTE OF APPLIED ARTS AND SCIENCE is host to the Association of Canadian Community Colleges Conference, May 29 - 31, 1989 in Regina, Saskatchewan. The theme for conference '89 "Renaissance: innovations in Education" Conference '89 is an opportunity to reflect upon and to participate in a major learning event that focuses on creative activities in the general categories of educational, financial and human resource renewal and innovation. The conference will also explore models of education management and policy development within the post-secondary system. Contact: Bill Coulthard, Program Committee, ACCC Conference Office, Box 556, Regina, Saskatchewan, Canada, S4P 3A3; phone: (306)787-6776.

MATHEMATICS '89: 15th annual conference, May 25 - 26, 1989. A national conference designed to provide updated study and analysis of Mathematics from early childhood to University levels. Programme to include: prominent scholars presenting a variety of relevant topics; expert group discussion leaders conducting practical workshops, providing participants with ideas to implement in the classroom; learning materials display; wine & cheese social. For further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

CHILD SEXUAL ASSAULT PREVENTION PROGRAMS: SARA "Sexual Assault Recovery Anonymous" Society is a nonprofit charitable organization founded in British Columbia in 1983 to provide crisis intervention and therapeutic support to victims of sexual assault and incest through mutual-aid peer groups. SARA was originated as a two-phase concept based on assistance for victims and their families, and educational resources for the prevention of child sexual abuse. Preventive material on sexual abuse suitable for school or professional instruction. Contact: Protect the Children, Sexual Assault Recovery Anonymous, P.O. Box 16, Surrey, B.C. V3T 4W4; (604)597-2525, (604)597-2737.

CALL FOR PAPERS - 4TH. NATIONAL CONFERENCE ON SOCIAL WELFARE POLICY; "Towards the Nineties; Issues of Theory and Practice". Following on the University of Calgary's 1987 conference at Banff, a multidisciplinary and multisectoral conference is being planned by a Toronto area consortium of academics and practitioners. Designed for professionals involved with social welfare policy as broadly construed - in non-governmental and governmental bodies and academic institutions. To be held in Toronto, October 24 - 27, 1989. Further information: Donald Bellamy, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, M5S 1A1, tel: 416-978-4176; Bellamy@UToronto.Bitnet.

3Dmt'89; THE 1989 INTERNATIONAL CONFERENCE ON THREE-DIMENSIONAL MEDIA TECHNOLOGY. 3Dmt is currently organizing the 1989 International Conference on Three-Dimensional Media Technology, which will take place at the end of May, 1989 in association with a major Quebec audio-visual trade show and the Department of Communication Studies of Concordia University. The conference program will explore new developments in the three-dimensional media, highlighting fields such as holography, 3-D Television and 3-D Film. Researchers, both academic and professional, from around the world will be in Montreal for the event. For more information & registration dates, please write to: 3Dmt'89 Organizing Committee, Room 315, Bryan Building, 7141 Sherbrooke St. W., Montreal, Quebec, Canada, H4B 1R6. Tel: (514) 848-2554 or 2539; FAX: (514) 848-3492.

WESTERN CANADIAN STUDIES CONFERENCE: CALL FOR PAPERS: Topic: Gender and Family in Western Canada. Interdisciplinary Perspectives. Send abstract (150 - 300 words) to: Paul Voisey, Department of History, University of Alberta, Edmonton, Alberta, T6H 2E1 or Kathleen Martindale, Women's Studies, Faculty of General Studies, University of Calgary, Calgary, Alberta, T2N 1N4. Deadline for submission of abstracts: June 30, 1989. Completed papers due December 15, 1989. Conference to be held at the Banff Centre, February 16 - 18, 1990.

LEADING CONSTITUTIONAL DECISIONS OF THE SUPREME COURT OF CANADA. Edited versions of Supreme Court of Canada decisions on the Charter of Rights and other constitutional issues are available for course use or individual subscription. These include: Abortion - Morgentaler v. The Queen; Language Rights - Quebec Protestant School Board Et Al. Re Manitoba Lang. Rights, Quebec Sign Laws (Ford/Devine); Separation of Powers/Foreign Policy - Operation Osmantik v. The Queen, Exclusion of Evidence - Therens v. The Queen; Sunday Closing - R. v. Big M Drug Mart Ltd., Edwards Books and Art Ltd.; Separate School Funding - Ref. Re Bill 30; Federalism/"National Dimensions" Doctrine - Caown Zellerbach v. The Queen. For a free sample and more information on more than 50 decisions, write or call Ann Gillfillan, Managing Editor, Learning Decisions at (403) 220-3869; Research Unit for Socio-Legal Studies, Faculty of Social Sciences SS756, The University of Calgary, Calgary, Alberta T2N 1N4

NORTHEAST INTERNATIONAL SYMPOSIUM ON EXCEPTIONAL CHILDREN AND YOUTH, Civic Center, Bangor, Maine, October 4 5, and 6, 1989. The fourth International symposium hosted by: Atlantic Provinces Special Education Authority; Departments of Education of Maine, New Brunswick, New Hampshire, Newfoundland, Nova Scotia, Prince Edward Island and Vermont, Maine Association of Directors of Services for Exceptional Children; Maine and Nova Scotia Federations of the Council for Exceptional Children; Maine Speech-Language and Hearing Association. "A multidisciplinary forum designed for the exchange of ideas and information on the delivery of services to exceptional children and youth." For further information and pre-registration materials, please contact: Richard H. Bartlett, Department of Education and Cultural Services, State House Station #23, Augusta, Maine 04333 (tel: 207-289-5950); or, David Roberts, Department of Education, P.O. Box 5000, Fredericton, New Brunswick E3B 5H1 (tel: 506-453-2816)

ASSOCIATION FOR THE ADVANCEMENT OF POLICY, RESEARCH AND DEVELOPMENT IN THE THIRD WORLD 1989 annual conference "Professional Responsibilities in a Global Context", 15 - 18 November, 1989; Saint Thomas, U.S. Virgin Islands; Contact: Dr. Mekki Mtewa, Executive Director, Association for the Advancement of Policy Research and Development in the Third World, P.O. Box 70257, Washington, DC 20024-1534

AUGUST 23 - 26, 1989. THE 1ST. INTERNATIONAL CONFERENCE ON UNDERSTANDING LANGUAGE USE IN EVERYDAY LIFE, The University of Calgary, Alberta, Canada. Keynote speakers, research workshops, parallel paper sessions. Topics include: classroom discourse, human/computer interaction, philosophical issues, textual analysis, face-to-face conversation, rhetoric/argument/persuasion. For further details contact: Dr. Richard Reymen, Director, The Discourse Analysis Research Group, 9th Floor - Education Tower, The University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada, T2N 1N4

BOOKS FOR FREE—North American Social Report, A Comparative Study of the Quality of Life in Canada and the United States from 1964 to 1974 (5 vols., O. Reidel Pub. Co., 1980-1982), by Alex C. Michalos, won the Secretary of State's award for excellence in interdisciplinary research in Canadian Studies in 1984, and has just gone out of print. The author has obtained the unsold volumes for distribution primarily to libraries, embassies and other institutions that might make them accessible to more people. Anyone willing and able to pay the postage can receive a free copy of the set by writing to Alex Michalos, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Priority will be given to institutions so there may be some delay in shipments to individuals while we wait to make sure that our first priority has been met.

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To:	ATHENS	(Minimum stay; 6 days)	(Maximum stay; 2 months)
From:	Toronto		$1086.00 — $1367.00
	Montreal		$1028.00 — $1309.00
	Vancouver		$1168.00 — $1443.00
To:	MADRID	(Minimum stay; 7 days)	(Maximum stay; 2 months)
From:	Toronto		$659.00 — $842.00
	Montreal		$582.00 — $765.00

BOOKING CONDITIONS:

- Advance booking: at least 21 days in advance, earlier to avoid disappointment.
- Payments: deposits of $125.00 (non-refundable) per person, due within 7 days of making reservations, final payment due at least 3 weeks prior to departure.
- Length of Stay: as indicated per destination.
- Cancellation Penalty: at least $125.00 per person.
- Cancellation Insurance: premium subject to destination and fare type, please inquire.
- All fares and conditions — subject to change.

SPECIAL NOTES:

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☆ EUROPEAN SABBATICAL FLIGHT PROGRAMME

☆ OPEN RETURN — VALID 1 YEAR ☆

Fares range from Low Season to High Season

To:	LONDON (Heathrow)	
From:	Toronto/Montreal/Ottawa/Halifax/St. John's	$448.00 — $708.00
	Winnipeg	$558.00 — $818.00
	Vancouver	$658.00 — $918.00
	Saskatoon/Regina/Edmonton/Calgary	$618.00 — $878.00
To:	PARIS (Charles de Gaulle)	
From:	Toronto	$598.00 — $828.00
	Montreal	$558.00 — $788.00
To:	FRANKFURT	
From:	Toronto	$628.00 — $928.00
	Vancouver	$838.00 — $1138.00
To:	ZURICH	
From:	Toronto/Montreal	$678.00 — $978.00

BOOKING CONDITIONS:

- Advance booking: at least 21 days in advance, earlier to avoid disappointment.
- Payments: deposit of $125.00 per person due within 7 days of making the reservation, final payment and ticketing at least 21 days prior to departure.
- Length of stay: minimum stay is 7 days, maximum stay is 1 year.
- Cancellation penalty: $125.00 per person.
- Cancellation insurance: $14.50 per person (medical reasons only).
- All fares and conditions — subject to change.

ADMINISTRATION FEE applicable as follows:

London and Frankfurt	— 1 year	— $25.00 per person
Paris, Zurich	— 1 year	— $75.00 per person
Paris, Zurich	— 6 months	— $50.00 per person
Children: All Destinations		— $25.00 per child

Not included in the above...(ages 2-11 years inclusive).

Not included in the above quoted fares, $19.00 Canadian Transportation Tax per person.
Children's fares available upon request (ages 2-11 years inclusive).

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☆ RENAULT EUROPEAN LEASING

TAX FREE...UNLIMITED MILEAGE...NEW CAR GUARANTEE
Renault 5TR from as low as CAD $755.00
Renault 5 Auto from as low as CAD $1310.00
Renault 21 wagon from as low as CAD $1510.00
Plans available in duration of 23 days to 1 year. Please inquire further.
Call Suzanne (416) 366-9771

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Our South Pacific Fares

From: Vancouver

To	APEX FARE Low	Shoulder	High	EXCURSION FARE Low	Shoulder	High	SUPER - APEX FARE Low	Shoulder	High
SYDNEY /BRISBANE / MELBOURNE /CAIRNS	$ 1584	$ 1828	$ 2048	$ 1767	$ 2012	$ 2231	$ 1337	$ 1584	$ 1865
ADELAIDE / HOBART	$ 1767	$ 2012	$ 2231	$ 1951	$ 2187	$ 2415	—	—	—
PERTH	$ 1951	$ 2187	$ 2415	$ 2134	$ 2378	$ 2598	—	—	—
AUCKLAND	$ 1431	$ 1676	$ 1895	$ 1614	$ 1859	$ 2079	$ 1184	$ 1431	$ 1712
WELLINGTON	$ 1492	$ 1737	$ 1956	$ 1676	$ 1920	$ 2140	$1244	$ 1492	$ 1773
CHRISTCHURCH	$ 1510	$ 1755	$ 1974	$ 1694	$ 1938	$ 2158	$ 1263	$ 1510	$ 1791

SEASONALITY: LOW : May - August SHOULDER: April, September - November HIGH: December - March

ADD ON FROM OTHER CITIES IN CANADA:

Victoria	$ 80.00	Regina/Saskatoon	$ 230.00	Toronto/London/ Windsor	$ 350.00	Halifax/Moncton/ Fredericton	$ 420.00
Calgary	$ 130.00	Winnipeg	$ 250.00	St. John's, Nfld.	$ 580.00	Charlottetown	$ 450.00
Edmonton	$ 150.00	Montreal/Ottawa	$ 370.00				

RULES:

Minimum Stay	5 Days	5 Days	5 Days
Maximum Stay	3 Months	1 Year	2 Months
Stopovers Permitted	2 plus point of turnaround	6 plus point of turnaround	Honolulu for Australia/ Los Angeles for New Zealand *
Advance Reservation	14 Days prior	Anytime before departure	14 Days prior
Ticketing Option	14 Days prior	Anytime before departure	14 Days prior
Cancellation Charges	35% Non-Refundable	35% after departure only	50% Non-Refundable

Canadian Transportation Tax of $19.00 is not included. Children fare available, please inquire. Certain routing restrictions apply. Re-routing is allowed on APEX and EXCURSION fares with a charge.

* During low season only.

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All information is subject to change without notice.

(416) 366-9771

FOR RESERVATIONS ONLY, TOLL-FREE OUTSIDE ONTARIO 1-800-268-8577

NEW — SAVINGS — EUROPE

EUROPEAN AIRFAIRES: Canadian Dollars

ROUND TRIP FROM VIENNA: TO	REGULAR AIRFARE	EXCURSION AIRFARE	OUR AIRFARE *	ROUND TRIP FROM VIENNA: TO	REGULAR AIRFARE	EXCURSION AIRFARE	OUR AIRFARE *
ATHENS	$ 979.00	$ 731.00	$ 505.00	MOSCOW	$1400.00	—	$ 890.00
CAIRO	$1462.00	$1230.00	$ 600.00	PARIS	$1028.00	$ 849.00	$ 490.00
GENEVE	$ 910.00	$ 687.00	$ 475.00	ROME	$ 966.00	$ 804.00	$ 480.00
ISTANBUL	$1155.00	$ 902.00	$ 560.00	STOCKHOLM	$1421.00	$1335.00	$ 560.00
LONDON	$ 975.00	$ 878.00	$ 470.00				

ONE WAY FARES ARE AVAILABLE ON REQUEST.

* These fares cannot be issued on 'open' basis, no changes are allowed, valid for 1 year, non-refundable and payment must be made by cash or cheque only.
All fares are subject to change without notice, and may be withdrawn at any time.